

EXHIBIT N

| | | | | | | | |
|--|--|---|--|---|--|------------------------------|--|
| SOLICITATION, OFFER AND AWARD | | 1. THIS CONTRACT IS A RATED ORDER UNDER DPAS (15 CFR 700) | | RATING C-9 | | PAGE OF PAGES 1 379 | |
| 2. CONTRACT NUMBER HT940221C0007 | | 3. SOLICITATION NUMBER HT940220R0002 | | 4. TYPE OF SOLICITATION <input type="checkbox"/> SEALED B D (FB) <input checked="" type="checkbox"/> NEGOTIATED (RFP) | | 5. DATE ISSUED 07/13/2020 | |
| 6. REQUISITION/PURCHASE NUMBER 21-PHAR-0028 | | 7. ISSUED BY CODE HT9402 DEFENSE HEALTH AGENCY DEFENSE HEALTH AGENCY AURORA 16401 E CENTRETECH PARKWAY AURORA CO 80011 | | 8. ADDRESS OFFER TO (If other than Item 7) | | | |

NOTE: In sealed bid solicitations "offer" and "offeror" mean "bid" and "bidder".

SOLICITATION

9. Sealed offers in original and copies as listed in Amendment 6 Paragraph 6 table copies for furnishing the supplies or services in the Schedule will be received at the place specified in Item 8, or if hand carried, in the depository located in Mail Room, Defense Health Agency-Aurora- 16401 E Centretech Parkway, Aurora CO 80011 until 1200 MTN local time 06/04/2021 (Date)

CAUTION: LATE Submissions, Modifications, and Withdrawals: See Section L, Provision No. 52.214-7 or 52.215-1. All offers are subject to all terms and conditions contained in this solicitation.

| | | | | | |
|--------------------------|--------------------------|--|---|--|---|
| 10. FOR INFORMATION CALL | A. NAME Dwight Bonham | | B. TELEPHONE (NO COLLECT CALLS) AREA CODE NUMBER EXT 303 676 3731 | | C. E-MAIL ADDRESS dwight.d.bonham.civ@mail.mil |
|--------------------------|--------------------------|--|---|--|---|

11. TABLE OF CONTENTS

| (X) | SEC. | DESCRIPTION | PAGE(S) | (X) | SEC. | DESCRIPTION | PAGE(S) |
|-------------------------------------|------|---------------------------------------|---------|--|------|--|---------|
| PART I - THE SCHEDULE | | | | PART II - CONTRACT CLAUSES | | | |
| <input checked="" type="checkbox"/> | A | SOLICITATION/CONTRACT FORM | 1 | <input checked="" type="checkbox"/> | I | CONTRACT CLAUSES | 156 |
| <input checked="" type="checkbox"/> | B | SUPPLIES OR SERVICES AND PRICES/COSTS | 2 | PART III - LIST OF DOCUMENTS, EXHIBITS AND OTHER ATTACH. | | | |
| <input checked="" type="checkbox"/> | C | DESCRIPTION/SPECS./WORK STATEMENT | 22 | <input checked="" type="checkbox"/> | J | LIST OF ATTACHMENTS | 171 |
| <input checked="" type="checkbox"/> | D | PACKAGING AND MARKING | 104 | PART IV - REPRESENTATIONS AND INSTRUCTIONS | | | |
| <input checked="" type="checkbox"/> | E | INSPECTION AND ACCEPTANCE | 105 | <input type="checkbox"/> | K | REPRESENTATIONS, CERTIFICATIONS AND OTHER STATEMENTS OF OFFERORS | |
| <input checked="" type="checkbox"/> | F | DELIVERIES OR PERFORMANCE | 106 | <input type="checkbox"/> | L | INSTRS., CONDS., AND NOTICES TO OFFERORS | |
| <input checked="" type="checkbox"/> | G | CONTRACT ADMINISTRATION DATA | 111 | <input type="checkbox"/> | M | EVALUATION FACTORS FORWARD | |
| <input checked="" type="checkbox"/> | H | SPECIAL CONTRACT REQUIREMENTS | 134 | | | | |

OFFER (Must be fully completed by offeror)

NOTE: Item 12 does not apply if the solicitation includes the provisions at 52.214-16, Minimum Bid Acceptance Period.

12. In compliance with the above, the undersigned agrees, if this offer is accepted within calendar days (60 calendar days unless a different period is inserted by the offeror) from the date for receipt of offers specified above, to furnish any or all items upon which prices are offered at the price set opposite each item, delivered at the designated point(s), within the time specified in the schedule.

| | | | | |
|---|----------------------|----------------------|----------------------|-------------------|
| 13. DISCOUNT FOR PROMPT PAYMENT (See Section I, Clause No. 52.232.8) | 10 CALENDAR DAYS (%) | 20 CALENDAR DAYS (%) | 30 CALENDAR DAYS (%) | CALENDAR DAYS (%) |
|---|----------------------|----------------------|----------------------|-------------------|

| | | | | |
|--|---------------|---------|---------------|------|
| 14. ACKNOWLEDGEMENT OF AMENDMENTS (The offeror acknowledges receipt of amendments to the SOLICITATION for offerors and related documents numbered and dated): | AMENDMENT NO. | DATE | AMENDMENT NO. | DATE |
| | 0001-0005 | 10/3/20 | | |
| | 0006 | 5/11/21 | | |

| | |
|---|--|
| 15A. NAME AND ADDRESS OF OFFEROR CODE 1WPW1 Express Scripts, Inc. 1 Express Way St. Louis, MO 63121 | 16. NAME AND TITLE OF PERSON AUTHORIZED TO SIGN OFFER (Type or print) Brad Phillips Senior Vice President, Financial Officer |
|---|--|

| | | | |
|---|---|---|--------------------------|
| 15B. TELEPHONE NUMBER AREA CODE NUMBER EXT. (b) (6) (b) (6) | 15C. CHECK IF REMITTANCE ADDRESS <input type="checkbox"/> IS DIFFERENT FROM ABOVE - ENTER SUCH ADDRESS IN SCHEDULE | 17. SIGNATURE Brad Phillips digital signature <small>Digitally signed by Brad Phillips on 08/04/2021 at 10:12:49 -0600 DN: cn=Brad Phillips, o=Express Scripts, ou=Health Services, email=brad.phillips@expressscripts.com, c=US Date: 2021.08.04 10:12:49 -0600</small> | 18. OFFER DATE 8/3/21 |
|---|---|---|--------------------------|

AWARD (To be completed by government)

| | | |
|---|--|--|
| 19. ACCEPTED AS TO ITEMS NUMBERED | 20. AMOUNT \$4,286,902,274.40 | 21. ACCOUNTING AND APPROPRIATION 9720200130.1889.102000 |
| 22. AUTHORITY FOR USING OTHER THAN FULL AND OPEN COMPETITION: <input type="checkbox"/> 10 U.S.C. 2304 (c) () <input type="checkbox"/> 41 U.S.C. 253 (c) () | 23. SUBMIT INVOICES TO ADDRESS SHOWN IN (4 copies unless otherwise specified) | ITEM |
| 24. ADMINISTERED BY (If other than Item 7) See Schedule G CODE HT9402 | 25. PAYMENT WILL BE MADE BY See Schedule G CODE HT9402 | |
| 26. NAME OF CONTRACTING OFFICER (Type or print) Hilary Lewis HILARY.M.LEWIS.CIV@MAIL.MIL | 27. UNITED STATES OF AMERICA Digitally signed by Hilary M Lewis LEWIS.HILARY.MECKEL.140047358 Date: 2021.08.05 10:12:49 -0600 (Signature of Contracting Officer) | 28. AWARD DATE 20210805 |

IMPORTANT - Award will be made on this Form, or on Standard Form 26, or by other authorized official written notice.

AUTHOR ZED FOR LOCAL REPRODUCTION

Previous edition is unusable

STANDARD FORM 33 (Rev. 9 97)

Prescribed by GSA - FAR (48 CFR) 53.214(c)

| CONTINUATION SHEET | | REFERENCE NO. OF DOCUMENT BEING CONTINUED | | | Page 1 | of 15 |
|--|--|---|-------------|-------------------|--------|---------------|
| OFFEROR OR CONTRACTOR EXPRESS SCRIPTS INC | | | | | | |
| Item No. (A) | Supplies/Services (B) | Quantity (C) | Unit (D) | Unit Price (E) | | Amount (F) |
| 0001 | Contract Transition-In, TRICARE Pharmacy Services Incrementally Funded Amount: \$(b) (4) | 1 | LO | (b) (4) | | (b) (4) |
| 0002 | Government Directed Notifications, Transition-In Est Qty: 250,000 at Award Incrementally Funded Amount: \$(b) (4) | 250000 | EA | (b) (4) | | (b) (4) |
| 0003 | Contract Data Requirements List (CDRL) Incrementally Funded Amount: \$(b) (4) | 1 | LO | (b) (4) | | (b) (4) |
| 0004 | Combined PA and MN for MHS Genesis Prescriptions (FY22) Obligated Amount: \$(b) (4) ACRN: AA | 1 | LO | (b) (4) | | (b) (4) |
| 0005 | Combined PA and MN for MHS Genesis Prescriptions (FY23) Obligated Amount: \$(b) (4) | 1 | LO | (b) (4) | | (b) (4) |
| 0006 | Implementation of Specialty Requirements Ph I Obligated Amount: \$(b) (4) ACRN: AC Funded: \$(b) (4) | 1 | LO | (b) (4) | | (b) (4) |
| 1001 | Retail Network Claims, TRICARE Only-Eligible Est Qty: 22833000 at Award | 22833000 | EA | (b) (4) | | (b) (4) |
| 100101 | DoD Funds (FY23) (Qty: 16,800,000 and Amt: \$(b) (4) ACRN: AC Funded: \$(b) (4) | | | | | |
| 1002 | Retail Network Claims, Medicare Dual-Eligible Est Qty: 26701000 at Award | 26701000 | EA | (b) (4) | | (b) (4) |
| 100201 | MERHCF Funds (FY23) (Qty:17400000 and Amt: \$(b) (4) ACRN: AD Funded: \$(b) (4) | | | | | |
| 1003 | Retail Specialty Network Claims TRICARE Only-Eligible Est Qty: 332332 at Award | 332332 | EA | (b) (4) | | (b) (4) |
| 100301 | DoD Funds (FY23) (Qty:146000 and Amt: \$(b) (4) | | | | | |

Continued...

Through P00012

| CONTINUATION SHEET | | REFERENCE NO. OF DOCUMENT BEING CONTINUED | | | Page 2 | of 15 |
|--|---|---|-------------|-------------------|--------|---------------|
| OFFEROR OR CONTRACTOR EXPRESS SCRIPTS INC | | | | | | |
| Item No. (A) | Supplies/Services (B) | Quantity (C) | Unit (D) | Unit Price (E) | | Amount (F) |
| | ACRN: AC Funded: \$ (b) (4) | | | | | |
| 1004 | Retail Specialty Network Claims Medicare Dual-Eligible Est Qty: 493807 at Award | 493807 | EA | (b) (4) | | (b) (4) |
| 100401 | MERHCF Funds (FY23) (Qty:232000 and Amt: \$ (b) (4) ACRN: AD Funded: \$ (b) (4) | | | | | |
| 1005 | MTF Prescriptions, Adjudication Services Est Qty: 56428500 at Award | 56428500 | EA | (b) (4) | | (b) (4) |
| 100501 | DoD Funds (FY23) (Qty:28000000 and Amt: \$ (b) (4) ACRN: AC Funded: \$ (b) (4) | | | | | |
| 100502 | MERHCF Funds (FY23) (Qty:8000000 and Amt: \$ (b) (4) ACRN: AD Funded: \$ (b) (4) | | | | | |
| 1006 | Mail Order Pharmacy, Prescription Fill TRICARE Only-Eligible Est Qty: 4616500 at Award | 4616500 | EA | (b) (4) | | (b) (4) |
| 100601 | DoD Funds (FY23) (Qty:3400000 and Amt: \$ (b) (4) ACRN: AC Funded: \$ (b) (4) | | | | | |
| 1007 | Mail Order Pharmacy, Prescription Fill Medicare Dual-Eligible Est Qty: 19418000 at Award | 19418000 | EA | (b) (4) | | (b) (4) |
| 100701 | MERHCF Funds (FY23) (Qty:12300000 and Amt: \$ (b) (4) ACRN: AD Funded: \$ (b) (4) | | | | | |
| 1008 | Mail Order Unreplenished Agents Incrementally Funded Amount: \$ (b) (4) ACRN: AC Funded: \$ (b) (4) | 1 | LO | (b) (4) | | (b) (4) |
| 1009 | Market Priced Pharmaceutical Program - MPPP | 240 | EA | (b) (4) | | (b) (4) |

Continued...

Through P00012

| CONTINUATION SHEET | | REFERENCE NO. OF DOCUMENT BEING CONTINUED | | | Page 3 | of 15 |
|--|--|---|-------------|-------------------|--------|---------------|
| OFFEROR OR CONTRACTOR EXPRESS SCRIPTS INC | | | | | | |
| Item No. (A) | Supplies/Services (B) | Quantity (C) | Unit (D) | Unit Price (E) | | Amount (F) |
| | Administrative Fee Est Qty: 240 at Award Obligated Amount: \$(b) (4) | | | | | |
| 1010 | Market Priced Pharmaceutical Program - MPPP Sustainment Offer Drugs (Option Line Item) Obligated Amount: \$(b) (4) | 1 | LO | (b) (4) | | (b) (4) |
| 1011 | Clinical Reviews (PA & MN) TRICARE Only Eligible Est Qty: 276800 at Award Obligated Amount: \$(b) (4) | 276800 | EA | (b) (4) | | (b) (4) |
| 101101 | DoD Funds (FY23) (Qty:238000 and Amt: \$(b) (4) ACRN: AC Funded: \$(b) (4) | | | | | |
| 1012 | Clinical Reviews (PA & MN) Medicare Dual-Eligible Est Qty: 322700 at Award | 322700 | EA | (b) (4) | | (b) (4) |
| 101201 | MERHCF Funds (FY23) (Qty:216000 and Amt: \$(b) (4) ACRN: AD Funded: \$(b) (4) | | | | | |
| 1013 | TRICARE Pharmacy Svcs, Administrative Support | 40595652 | EA | (b) (4) | | (b) (4) |
| 101301 | DoD Funds (FY23) (Qty:16524063 and Amt: \$(b) (4) ACRN: AC Funded: \$(b) (4) | | | | | |
| 101302 | MERHCF Funds (FY23) (Qty:13922676 and Amt: \$(b) (4) ACRN: AD Funded: \$(b) (4) | | | | | |
| 1014 | Contract Data Requirements List (CDRL) Incrementally Funded Amount: \$(b) (4) ACRN: AC Funded: \$(b) (4) | 1 | LO | (b) (4) | | (b) (4) |
| 1015 | Retail Network Cost Control Incentive Obligated Amount: \$(b) (4) | 1 | LO | (b) (4) | | (b) (4) |
| 1016 | Specialty Network Cost Control Incentive | 1 | LO | (b) (4) | | (b) (4) |

Continued...

Through P00012

| | | | | | | | |
|--|--------------------------|--|-----------------|-------------|-------------------|--------|---------------|
| CONTINUATION SHEET | | REFERENCE NO. OF DOCUMENT BEING CONTINUED HT940221C0007 | | | | Page 4 | of 15 |
| OFFEROR OR CONTRACTOR EXPRESS SCRIPTS INC | | | | | | | |
| Item No. (A) | Supplies/Services (B) | | Quantity (C) | Unit (D) | Unit Price (E) | | Amount (F) |

Obligated Amount: \$0.00

| | | | | | | |
|--------|--|-------|----|---------|--|---------|
| 1017 | Market Price Pharmaceutical Program - MPPP Cost Control Incentive (Option Line Item) Obligated Amount: \$ (b) (4) | 1 | LO | (b) (4) | | (b) (4) |
| 1018 | Award Fee Incentive, OP1 (Option Line Item) (Not Separately Priced) | | | | | |
| 1018AA | Award Fee, 1st Six Months, OP1 \$ (b) (4) is the Max Award Fee Amount Incrementally Funded Amount: \$ (b) (4) ACRN: AC Funded: \$ (b) (4) | 1 | LO | (b) (4) | | (b) (4) |
| 1018AB | Award Fee, 2nd Six Months, OP1 \$ (b) (4) is the Max Award Fee Amount Obligated Amount: \$ (b) (4) ACRN: AC Funded: \$ (b) (4) | 1 | LO | (b) (4) | | (b) (4) |
| 1019 | Contract Transition-Out, Non-Incumbent (Option Line Item) | 1 | LO | (b) (4) | | (b) (4) |
| 1020 | Contract Transition-Out, Incumbent (Option Line Item) | 1 | LO | (b) (4) | | (b) (4) |
| 1023 | Implementation Changes OP1 (Not Separately Priced) | | | | | |
| 1023AA | Loading PA and/or MN in Supoort of Final GENESIS Waves (FY23) Obligated Amount: \$ (b) (4) ACRN: AC Funded: \$ (b) (4) | 4 | EA | (b) (4) | | (b) (4) |
| 1023AB | Loading PA and/or MN in Support of Final GENESIS Waves (FY24) Obligated Amount: \$ (b) (4) | 1 | EA | (b) (4) | | (b) (4) |
| 1024 | Mail Order Pharmacy, Specialty Clinical Svcs TRICARE Only Eligible | 74000 | EA | (b) (4) | | (b) (4) |
| 102401 | DoD Funds (FY23) (Qty:52600 and Amt: \$ (b) (4) ACRN: AC Funded: \$ (b) (4) | | | | | |

Continued...

Through P00012

| CONTINUATION SHEET | | REFERENCE NO. OF DOCUMENT BEING CONTINUED HT940221C0007 | | | Page 5 | of 15 |
|--|---|--|-------------|-------------------|--------|---------------|
| OFFEROR OR CONTRACTOR EXPRESS SCRIPTS INC | | | | | | |
| Item No. (A) | Supplies/Services (B) | Quantity (C) | Unit (D) | Unit Price (E) | | Amount (F) |
| 1025 | Mail Order Pharmacy, Specialty Clinical Svcs Medicare Dual Eligible | 221728 | EA | (b) (4) | | (b) (4) |
| 102501 | MERHCF Funds (FY23) (Qty:56000 and Amt: \$ (b) (4) ACRN: AD Funded: \$ (b) (4) | | | | | |
| 2001 | Retail Network Claims, TRICARE Only Eligible Est Qty: 19418000 at Award (Option Line Item) | 22831500 | EA | (b) (4) | | (b) (4) |
| 2002 | Retail Network Claims, Medicare Dual-Eligible Est Qty: 27360000 at Award (Option Line Item) | 27360000 | EA | (b) (4) | | (b) (4) |
| 2003 | Retail Specialty Network Claims TRICARE Only Eligible Est Qty: 360375 at Award (Option Line Item) | 360375 | EA | (b) (4) | | (b) (4) |
| 2004 | Retail Specialty Network Claims Medicare Dual-Eligible Est Qty: 535508 at Award (Option Line Item) | 535508 | EA | (b) (4) | | (b) (4) |
| 2005 | MTF Prescriptions, Adjudication Services Est Qty: 56428500 at Award (Option Line Item) | 56428500 | EA | (b) (4) | | (b) (4) |
| 2006 | Mail Order Pharmacy, Prescription Fill TRICARE Only Eligible Est Qty: 4628000 at Award (Option Line Item) | 4628000 | EA | (b) (4) | | (b) (4) |
| 2007 | Mail Order Pharmacy, Prescription Fill Medicare Dual-Eligible Est Qty: 19799000 at Award (Option Line Item) | 19799000 | EA | (b) (4) | | (b) (4) |
| 2008 | Mail Order Unreplenished Agents (Option Line Item) | 1 | LO | (b) (4) | | (b) (4) |
| 2009 | Market Priced Pharmaceutical Program - MPPP Administrative Fee Est Qty: 240 at Award (Option Line Item) | 240 | EA | (b) (4) | | (b) (4) |
| 2010 | Market Priced Pharmaceutical Program - MPPP Sustainment Offer Drugs | 1 | LO | (b) (4) | | (b) (4) |

Continued...

Through P00012

| CONTINUATION SHEET | | REFERENCE NO. OF DOCUMENT BEING CONTINUED HT940221C0007 | | | Page 6 | of 15 |
|--|--|--|-------------|-------------------|--------|---------------|
| OFFEROR OR CONTRACTOR EXPRESS SCRIPTS INC | | | | | | |
| Item No. (A) | Supplies/Services (B) | Quantity (C) | Unit (D) | Unit Price (E) | | Amount (F) |
| | (Option Line Item) | | | | | |
| 2011 | Clinical Reviews (PA & MN) TRICARE Only Eligible Est Qty: 304500 at Award (Option Line Item) | 304500 | EA | (b) (4) | | (b) (4) |
| 2012 | Clinical Reviews (PA & MN) Medicare Dual-Eligible Est Qty: 355000 at Award (Option Line Item) | 355000 | EA | (b) (4) | | (b) (4) |
| 2013 | TRICARE Pharmacy Svcs, Administrative Support (Option Line Item) | 43380000 | EA | (b) (4) | | (b) (4) |
| 2014 | Contract Data Requirements List (CDRL) (Option Line Item) | 1 | LO | (b) (4) | | (b) (4) |
| 2015 | Retail Network Cost Control Incentive (Option Line Item) | 1 | LO | (b) (4) | | (b) (4) |
| 2016 | Specialty Network Cost Control Incentive (Option Line Item) | 1 | LO | (b) (4) | | (b) (4) |
| 2017 | Market Price Pharmaceutical Program - MPPP Cost Control Incentive (Option Line Item) | 1 | LO | (b) (4) | | (b) (4) |
| 2018 | Award Fee Incentive, OP2 (Option Line Item) | | | | | |
| 2018AA | Award Fee, 1st Six Months, OP2 \$ (b) (4) is the Max Award Fee Amount (Option Line Item) | 1 | LO | (b) (4) | | (b) (4) |
| 2018AB | Award Fee, 2nd Six Months, OP2 \$ (b) (4) is the Max Award Fee Amount (Option Line Item) | 302000 | LO | (b) (4) | | (b) (4) |
| 2019 | Contract Transition-Out, Non-Incumbent (Option Line Item) | 1 | LO | (b) (4) | | (b) (4) |
| 2020 | Contract Transition-Out, Incumbent (Option Line Item) | 1 | LO | (b) (4) | | (b) (4) |
| 3001 | Retail Network Claims, TRICARE Only Eligible Est Qty: 22850500 at Award (Option Line Item) | 22850500 | EA | (b) (4) | | (b) (4) |
| 3002 | Retail Network Claims, Medicare Dual-Eligible Est Qty: 28035000 at Award (Option Line Item) | 28035000 | EA | (b) (4) | | (b) (4) |

Continued...

Through P00012

| CONTINUATION SHEET | | REFERENCE NO. OF DOCUMENT BEING CONTINUED HT940221C0007 | | | Page 7 | of 15 |
|--|--|--|-------------|-------------------|--------|---------------|
| OFFEROR OR CONTRACTOR EXPRESS SCRIPTS INC | | | | | | |
| Item No. (A) | Supplies/Services (B) | Quantity (C) | Unit (D) | Unit Price (E) | | Amount (F) |
| 3003 | Retail Specialty Network Claims TRICARE Only Eligible Est Qty: 392362 at Award (Option Line Item) | 392362 | EA | (b) (4) | | (b) (4) |
| 3004 | Retail Specialty Network Claims Medicare Dual-Eligible Est Qty: 583077 at Award (Option Line Item) | 583077 | EA | (b) (4) | | (b) (4) |
| 3005 | MTF Prescriptions, Adjudication Services Est Qty: 56428500 at Award (Option Line Item) | 56428500 | EA | (b) (4) | | (b) (4) |
| 3006 | Mail Order Pharmacy, Prescription Fill TRICARE Only Eligible Est Qty: 4699000 at Award (Option Line Item) | 4699000 | EA | (b) (4) | | (b) (4) |
| 3007 | Mail Order Pharmacy, Prescription Fill Medicare Dual-Eligible Est Qty: 20406000 at Award (Option Line Item) | 20406000 | EA | (b) (4) | | (b) (4) |
| 3008 | Mail Order Unreplenished Agents (Option Line Item) | 1 | LO | (b) (4) | | (b) (4) |
| 3009 | Market Priced Pharmaceutical Program - MPPP Administrative Fee Est Qty: 240 at Award (Option Line Item) | 240 | EA | (b) (4) | | (b) (4) |
| 3010 | Market Priced Pharmaceutical Program - MPPP Sustainment Offer Drugs (Option Line Item) | 1 | EA | (b) (4) | | (b) (4) |
| 3011 | Clinical Reviews (PA & MN) TRICARE Only Eligible Est Qty: 335000 at Award (Option Line Item) | 335000 | EA | (b) (4) | | (b) (4) |
| 3012 | Clinical Reviews (PA & MN) Medicare Dual-Eligible Est Qty: 390500 at Award (Option Line Item) | 390500 | EA | (b) (4) | | (b) (4) |
| 3013 | TRICARE Pharmacy Svcs, Administrative Support Est Qty: 43608000 at Award (Option Line Item) | 43608000 | EA | (b) (4) | | (b) (4) |
| 3014 | Contract Data Requirements List (CDRL) (Option Line Item) | 1 | LO | (b) (4) | | (b) (4) |

Continued...

Through P00012

| CONTINUATION SHEET | | REFERENCE NO. OF DOCUMENT BEING CONTINUED | | | Page 8 | of 15 |
|--|---|---|-------------|-------------------|--------|---------------|
| OFFEROR OR CONTRACTOR EXPRESS SCRIPTS INC | | | | | | |
| Item No. (A) | Supplies/Services (B) | Quantity (C) | Unit (D) | Unit Price (E) | | Amount (F) |
| 3015 | Retail Network Cost Control Incentive (Option Line Item) | 1 | LO | (b) (4) | | (b) (4) |
| 3016 | Specialty Network Cost Control Incentive (Option Line Item) | 1 | LO | (b) (4) | | (b) (4) |
| 3017 | Market Price Pharmaceutical Program - MPPP Cost Control Incentive (Option Line Item) | 1 | LO | (b) (4) | | (b) (4) |
| 3018 | Award Fee Incentive, OP3 (Option Line Item) (Not Separately Priced) | | | | | |
| 3018AA | Award Fee, 1st Six Months, OP3 \$ (b) (4) is the Max Award Fee Amount (Option Line Item) | 1 | LO | (b) (4) | | (b) (4) |
| 3018AB | Award Fee, 2nd Six Months, OP3 \$ (b) (4) is the Max Award Fee Amount (Option Line Item) | 1 | LO | (b) (4) | | (b) (4) |
| 3019 | Contract Transition-Out, Non-Incumbent (Option Line Item) | 1 | LO | (b) (4) | | (b) (4) |
| 3020 | Contract Transition-Out, Incumbent (Option Line Item) | 1 | LO | (b) (4) | | (b) (4) |
| 4001 | Retail Network Claims, TRICARE Only Eligible Est Qty: 22890000 at Award (Option Line Item) | 22890000 | EA | (b) (4) | | (b) (4) |
| 4002 | Retail Network Claims, Medicare Dual-Eligible Est Qty: 28723000 at Award (Option Line Item) | 28723000 | EA | (b) (4) | | (b) (4) |
| 4003 | Retail Specialty Network Claims TRICARE Only Eligible Est Qty: 428561 at Award (Option Line Item) | 428561 | EA | (b) (4) | | (b) (4) |
| 4004 | Retail Specialty Network Claims Medicare Dual-Eligible Est Qty: 636910 at Award (Option Line Item) | 636910 | EA | (b) (4) | | (b) (4) |
| 4005 | MTF Prescriptions, Adjudication Services Est Qty: 56428500 at Award (Option Line Item) | 56428500 | EA | (b) (4) | | (b) (4) |
| 4006 | Mail Order Pharmacy, Prescription Fill TRICARE Only Eligible | 4826000 | EA | (b) (4) | | (b) (4) |

Continued...

Through P00012

| CONTINUATION SHEET | | REFERENCE NO. OF DOCUMENT BEING CONTINUED HT940221C0007 | | | Page 9 | of 15 |
|--|--|--|-------------|-------------------|--------|---------------|
| OFFEROR OR CONTRACTOR EXPRESS SCRIPTS INC | | | | | | |
| Item No. (A) | Supplies/Services (B) | Quantity (C) | Unit (D) | Unit Price (E) | | Amount (F) |
| | Est Qty: 4826000 at Award (Option Line Item) | | | | | |
| 4007 | Mail Order Pharmacy, Prescription Fill Medicare Dual-Eligible Est Qty: 21234000 at Award (Option Line Item) | 21234000 | EA | (b) (4) | | (b) (4) |
| 4008 | Mail Order Unreplenished Agents (Option Line Item) | 1 | LO | (b) (4) | | (b) (4) |
| 4009 | Market Priced Pharmaceutical Program - MPPP Administrative Fee Est Qty: 240 at Award (Option Line Item) | 240 | EA | (b) (4) | | (b) (4) |
| 4010 | Market Priced Pharmaceutical Program - MPPP Sustainment Offer Drugs (Option Line Item) | 1 | LO | (b) (4) | | (b) (4) |
| 4011 | Clinical Reviews (PA & MN) TRICARE Only Eligible Type: Requirements Est Qty 368500 at Award (Option Line Item) | 368500 | EA | (b) (4) | | (b) (4) |
| 4012 | Clinical Reviews (PA & MN) Medicare Dual-Eligible Est Qty: 429500 at Award (Option Line Item) | 429500 | EA | (b) (4) | | (b) (4) |
| 4013 | TRICARE Pharmacy Svcs, Administrative Support (Option Line Item) | 43836000 | EA | (b) (4) | | (b) (4) |
| 4014 | Contract Data Requirements List (CDRL) (Option Line Item) | 1 | LO | (b) (4) | | (b) (4) |
| 4015 | Retail Network Cost Control Incentive (Option Line Item) | 1 | LO | (b) (4) | | (b) (4) |
| 4016 | Specialty Network Cost Control Incentive (Option Line Item) | 1 | LO | (b) (4) | | (b) (4) |
| 4017 | Market Price Pharmaceutical Program - MPPP Cost Control Incentive (Option Line Item) | 1 | LO | (b) (4) | | (b) (4) |
| 4018 | Award Fee Incentive, OP4 (Option Line Item) (Not Separately Priced) | | | | | |
| 4018AA | Award Fee, 1st Six Months, OP4 | 1 | LO | (b) (4) | | (b) (4) |

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Through P00012

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|--|--------------------------|--|-----------------|-------------|-------------------|---------|---------------|
| CONTINUATION SHEET | | REFERENCE NO. OF DOCUMENT BEING CONTINUED HT940221C0007 | | | | Page 10 | of 15 |
| OFFEROR OR CONTRACTOR EXPRESS SCRIPTS INC | | | | | | | |
| Item No. (A) | Supplies/Services (B) | | Quantity (C) | Unit (D) | Unit Price (E) | | Amount (F) |

| | | | | | | |
|--------|--|----------|----|---------|--|---------|
| | \$ (b) (4) is the Max Award Fee Amount (Not Separately Priced) (Option Line Item) | | | | | |
| 4018AB | Award Fee, 2nd Six Months, OP4 \$ (b) (4) is the Max Award Fee Amount (Option Line Item) | 1 | LO | (b) (4) | | (b) (4) |
| 4019 | Contract Transition-Out, Non-Incumbent (Option Line Item) | 1 | LO | (b) (4) | | (b) (4) |
| 4020 | Contract Transition-Out, Incumbent (Option Line Item) | 1 | LO | (b) (4) | | (b) (4) |
| 5001 | Retail Network Claims, TRICARE Only Eligible Est Qty: 22950500 at Award (Option Line Item) | 22950500 | EA | (b) (4) | | (b) (4) |
| 5002 | Retail Network Claims, Medicare Dual-Eligible Est Qty: 29427000 at Award (Option Line Item) | 29427000 | EA | (b) (4) | | (b) (4) |
| 5003 | Retail Specialty Network Claims TRICARE Only Eligible Est Qty: 469211 at Award (Option Line Item) | 469211 | EA | (b) (4) | | (b) (4) |
| 5004 | Retail Specialty Network Claims Medicare Dual-Eligible Est Qty: 697267 at Award (Option Line Item) | 697267 | EA | (b) (4) | | (b) (4) |
| 5005 | MTF Prescriptions, Adjudication Services Est Qty: 56428500 at Award (Option Line Item) | 56428500 | EA | (b) (4) | | (b) (4) |
| 5006 | Mail Order Pharmacy, Prescription Fill TRICARE Only Eligible Est Qty: 5006000 at Award (Option Line Item) | 5006000 | EA | (b) (4) | | (b) (4) |
| 5007 | Mail Order Pharmacy, Prescription Fill Medicare Dual-Eligible Type: Requirements Est Qty: 22280000 at Award (Option Line Item) | 22280000 | EA | (b) (4) | | (b) (4) |
| 5008 | Mail Order Unreplenished Agents (Option Line Item) | 1 | LO | (b) (4) | | (b) (4) |
| 5009 | Market Priced Pharmaceutical Program - MPPP Administrative Fee Est Qty: 240 at Award | 240 | EA | (b) (4) | | (b) (4) |

Continued...

Through P00012

| CONTINUATION SHEET | | REFERENCE NO. OF DOCUMENT BEING CONTINUED | | | Page 11 | of 15 |
|--|--|---|-------------|-------------------|---------|---------------|
| OFFEROR OR CONTRACTOR EXPRESS SCRIPTS INC | | | | | | |
| Item No. (A) | Supplies/Services (B) | Quantity (C) | Unit (D) | Unit Price (E) | | Amount (F) |
| | (Option Line Item) | | | | | |
| 5010 | Market Priced Pharmaceutical Program - MPPP Sustainment Offer Drugs Type: Requirements (Option Line Item) | 1 | LO | (b) (4) | | (b) (4) |
| 5011 | Clinical Reviews (PA & MN) TRICARE Only Eligible Est Qty: 405300 at Award (Option Line Item) | 405300 | EA | (b) (4) | | (b) (4) |
| 5012 | Clinical Reviews (PA & MN) Medicare Dual-Eligible Est Qty: 472500 at Award | 472500 | EA | (b) (4) | | (b) (4) |
| 5013 | TRICARE Pharmacy Svcs, Administrative Support (Option Line Item) | 43944000 | EA | (b) (4) | | (b) (4) |
| 5014 | Contract Data Requirements List (CDRL) (Option Line Item) | 1 | LO | (b) (4) | | (b) (4) |
| 5015 | Retail Network Cost Control Incentive (Option Line Item) | 1 | LO | (b) (4) | | (b) (4) |
| 5016 | Specialty Network Cost Control Incentive (Option Line Item) | 1 | LO | (b) (4) | | (b) (4) |
| 5017 | Market Price Pharmaceutical Program - MPPP Cost Control Incentive (Option Line Item) | 1 | LO | (b) (4) | | (b) (4) |
| 5018 | Award Fee Incentive, OP5 (Option Line Item) (Not Separately Priced) | | | | | |
| 5018AA | Award Fee, 1st Six Months, OP5 \$ (b) (4) is the Max Award Fee Amount (Option Line Item) | 1 | LO | (b) (4) | | (b) (4) |
| 5018AB | Award Fee, 2nd Six Months, OP5 \$ (b) (4) is the Max Award Fee Amount (Option Line Item) | 1 | LO | (b) (4) | | (b) (4) |
| 5019 | Contract Transition-Out, Non-Incumbent (Option Line Item) | 1 | LO | (b) (4) | | (b) (4) |
| 5020 | Contract Transition-Out, Incumbent (Option Line Item) | 1 | LO | (b) (4) | | (b) (4) |
| 6001 | Retail Network Claims, TRICARE Only Eligible Est Qty: 23032000 at Award | 23032000 | EA | (b) (4) | | (b) (4) |

Continued...

Through P00012

| CONTINUATION SHEET | | REFERENCE NO. OF DOCUMENT BEING CONTINUED HT940221C0007 | | | Page 12 | of 15 |
|--|--|--|-------------|-------------------|---------|---------------|
| OFFEROR OR CONTRACTOR EXPRESS SCRIPTS INC | | | | | | |
| Item No. (A) | Supplies/Services (B) | Quantity (C) | Unit (D) | Unit Price (E) | | Amount (F) |
| | (Option Line Item) | | | | | |
| 6002 | Retail Network Claims, Medicare Dual-Eligible Est Qty: 30146500 at Award (Option Line Item) | 30146500 | EA | (b) (4) | | (b) (4) |
| 6003 | Retail Specialty Network Claims TRICARE Only Eligible Est Qty: 514469 at Award (Option Line Item) | 514469 | EA | (b) (4) | | (b) (4) |
| 6004 | Retail Specialty Network Claims Medicare Dual-Eligible Est Qty: 764690 at Award (Option Line Item) | 764690 | EA | (b) (4) | | (b) (4) |
| 6005 | MTF Prescriptions, Adjudication Services Est Qty: 56428500 at Award (Option Line Item) | 56428500 | EA | (b) (4) | | (b) (4) |
| 6006 | Mail Order Pharmacy, Prescription Fill TRICARE Only-Eligible Est Qty: 5237500 at Award (Option Line Item) | 5237500 | EA | (b) (4) | | (b) (4) |
| 6007 | Mail Order Pharmacy, Prescription Fill Medicare Dual-Eligible Est Qty: 23539000 at Award (Option Line Item) | 23539000 | EA | (b) (4) | | (b) (4) |
| 6008 | Mail Order Unreplenished Agents (Option Line Item) | 1 | LO | (b) (4) | | (b) (4) |
| 6009 | Market Priced Pharmaceutical Program - MPPP Administrative Fee Est Qty: 240 at Award (Option Line Item) | 240 | EA | (b) (4) | | (b) (4) |
| 6010 | Market Priced Pharmaceutical Program - MPPP Sustainment Offer Drugs (Option Line Item) | 1 | LO | (b) (4) | | (b) (4) |
| 6011 | Clinical Reviews (PA & MN) TRICARE Only Eligible Est Qty: 445900 at Award (Option Line Item) | 445900 | EA | (b) (4) | | (b) (4) |
| 6012 | Clinical Reviews (PA & MN) Medicare Dual-Eligible Est Qty: 519700 at Award (Option Line Item) | 519700 | EA | (b) (4) | | (b) (4) |

Continued...

Through P00012

| CONTINUATION SHEET | | REFERENCE NO. OF DOCUMENT BEING CONTINUED HT940221C0007 | | | Page 13 | of 15 |
|--|---|--|-------------|-------------------|---------|---------------|
| OFFEROR OR CONTRACTOR EXPRESS SCRIPTS INC | | | | | | |
| Item No. (A) | Supplies/Services (B) | Quantity (C) | Unit (D) | Unit Price (E) | | Amount (F) |
| 6013 | TRICARE Pharmacy Svcs, Administrative Support (Option Line Item) | 44052000 | EA | (b) (4) | | (b) (4) |
| 6014 | Contract Data Requirements List (CDRL) (Option Line Item) | 1 | LO | (b) (4) | | (b) (4) |
| 6015 | Retail Network Cost Control Incentive (Option Line Item) | 1 | LO | (b) (4) | | (b) (4) |
| 6016 | Specialty Network Cost Control Incentive (Option Line Item) | 1 | LO | (b) (4) | | (b) (4) |
| 6017 | Market Price Pharmaceutical Program - MPPP Cost Control Incentive (Option Line Item) | 1 | LO | (b) (4) | | (b) (4) |
| 6018 | Award Fee Incentive, OP6 (Option Line Item) (Not Separately Priced) | | | | | |
| 6018AA | Award Fee, 1st Six Months, OP6 \$5,000,000 is the Max Award Fee Amount (Option Line Item) | 1 | LO | (b) (4) | | (b) (4) |
| 6018AB | Award Fee, 2nd Six Months, OP6 \$5,000,000 is the Max Award Fee Amount (Option Line Item) | 1 | LO | (b) (4) | | (b) (4) |
| 6019 | Contract Transition-Out, Non-Incumbent (Option Line Item) | 1 | LO | (b) (4) | | (b) (4) |
| 6020 | Contract Transition-Out, Incumbent (Option Line Item) | 1 | LO | (b) (4) | | (b) (4) |
| 7001 | Retail Network Claims, TRICARE Only Eligible Est Qty: 22830500 at Award (Option Line Item) | 22830500 | EA | (b) (4) | | (b) (4) |
| 7002 | Retail Network Claims, Medicare Dual-Eligible Est Qty: 30416000 at Award (Option Line Item) | 30416000 | EA | (b) (4) | | (b) (4) |
| 7003 | Retail Specialty Network Claims TRICARE Only Eligible Est Qty: 564706 at Award (Option Line Item) | 564706 | EA | (b) (4) | | (b) (4) |
| 7004 | Retail Specialty Network Claims Medicare Dual-Eligible Est Qty: 839428 at Award (Option Line Item) | 839428 | EA | (b) (4) | | (b) (4) |

Continued...

Through P00012

| CONTINUATION SHEET | | REFERENCE NO. OF DOCUMENT BEING CONTINUED HT940221C0007 | | | Page 14 | of 15 |
|--|--|--|-------------|-------------------|---------|---------------|
| OFFEROR OR CONTRACTOR EXPRESS SCRIPTS INC | | | | | | |
| Item No. (A) | Supplies/Services (B) | Quantity (C) | Unit (D) | Unit Price (E) | | Amount (F) |
| 7005 | MTF Prescriptions, Adjudication Services Est Qty: 56428500 at Award (Option Line Item) | 56428500 | EA | (b) (4) | | (b) (4) |
| 7006 | Mail Order Pharmacy, Prescription Fill TRICARE Only Eligible Est Qty: 5458000 at Award (Option Line Item) | 5458000 | EA | (b) (4) | | (b) (4) |
| 7007 | Mail Order Pharmacy, Prescription Fill Medicare Dual-Eligible Est Qty: 24788500 at Award (Option Line Item) | 24788500 | EA | (b) (4) | | (b) (4) |
| 7008 | Mail Order Unreplenished Agents (Option Line Item) | 1 | EA | (b) (4) | | (b) (4) |
| 7009 | Market Priced Pharmaceutical Program - MPPP Administrative Fee Est Qty: 240 at Award (Option Line Item) | 240 | EA | (b) (4) | | (b) (4) |
| 7010 | Market Priced Pharmaceutical Program - MPPP Sustainment Offer Drugs (Option Line Item) | 1 | LO | (b) (4) | | (b) (4) |
| 7011 | Clinical Reviews (PA & MN) TRICARE Only Eligible Est Qty: 490400 at Award (Option Line Item) | 490400 | EA | (b) (4) | | (b) (4) |
| 7012 | Clinical Reviews (PA & MN) Medicare Dual-Eligible Est Qty: 571700 at Award (Option Line Item) | 571700 | EA | (b) (4) | | (b) (4) |
| 7013 | TRICARE Pharmacy Svcs, Administrative Support (Option Line Item) | 44064000 | EA | (b) (4) | | (b) (4) |
| 7014 | Contract Data Requirements List (CDRL) (Option Line Item) | 1 | LO | (b) (4) | | (b) (4) |
| 7015 | Retail Network Cost Control Incentive (Option Line Item) | 1 | LO | (b) (4) | | (b) (4) |
| 7016 | Specialty Network Cost Control Incentive (Option Line Item) | 1 | LO | (b) (4) | | (b) (4) |
| 7017 | Market Price Pharmaceutical Program - MPPP Cost Control Incentive | 1 | LO | (b) (4) | | (b) (4) |
| 7018 | Award Fee Incentive, OP7 | | | | | |

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Through P00012

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|--|--------------------------|--|-----------------|-------------|-------------------|---------|---------------|
| CONTINUATION SHEET | | REFERENCE NO. OF DOCUMENT BEING CONTINUED HT940221C0007 | | | | Page 15 | of 15 |
| OFFEROR OR CONTRACTOR EXPRESS SCRIPTS INC | | | | | | | |
| Item No. (A) | Supplies/Services (B) | | Quantity (C) | Unit (D) | Unit Price (E) | | Amount (F) |

(Option Line Item)
(Not Separately Priced)

| | | | | | |
|--------|--|---|----|---------|---------|
| 7018AA | Award Fee, 1st Six Months, OP7 \$ (b) (4) is the Max Award Fee Amount (Option Line Item) | 1 | LO | (b) (4) | (b) (4) |
|--------|--|---|----|---------|---------|

| | | | | | |
|--------|--|---|----|---------|---------|
| 7018AB | Award Fee, 2nd Six Months, OP7 \$ (b) (4) is the Max Award Fee Amount (Option Line Item) | 1 | LO | (b) (4) | (b) (4) |
|--------|--|---|----|---------|---------|

| | | | | | |
|------|--|---|----|---------|---------|
| 7019 | Contract Transition-Out, Non-Incumbent (Option Line Item) | 1 | LO | (b) (4) | (b) (4) |
|------|--|---|----|---------|---------|

| | | | | | |
|------|--|---|----|---------|---------|
| 7020 | Contract Transition-Out, Incumbent (Option Line Item) | 1 | LO | (b) (4) | (b) (4) |
|------|--|---|----|---------|---------|

Accounting Summary
AA 9720200130.1889.102000 \$0.00

SECTION C STATEMENT OF WORK

C.1. Program Description

TRICARE is the Department of Defense (DoD) health care program administered by the Defense Health Agency (DHA) by means of the Military Health System (MHS) for approximately 9.5 million active duty and retired members of the Uniformed Services, and their spouses and children, including TRICARE for Life beneficiaries. The TRICARE Pharmacy Program is authorized under 10 U.S.C. §1074g and 32 C.F.R. 199.21.

The mission of the MHS is to enhance DoD readiness and national security by providing health support for the full range of military operations. The MHS must be prepared not only to provide a high quality, cost-effective health care benefit to its eligible members during peacetime, but also must be prepared to support the armed forces during exercises, contingencies, operations other than war, and in wartime. The MHS provides quality medical care through: (1) a network of health care providers and pharmacies in the United States and its territories; and (2) direct care Military Treatment Facilities (MTFs) – (hospitals, clinics, and pharmacies) in the United States and overseas. The direct care system cannot support the total demand for health care services and is focused on maintaining the clinical skills of military staff to support medical readiness. TRICARE augments the direct care system through a civilian network of providers and facilities serving its eligible members.

TRICARE provides a world-class pharmacy benefit to all eligible beneficiaries through the integration of state of the art technologies to enhance patient safety, efficiency, and cost-effectiveness. DoD administers an integrated TRICARE Pharmacy Benefits Program offering pharmacy services through MTFs, retail network pharmacies, retail non-network pharmacies, or delivery through the TRICARE Mail Order Pharmacy (TMOP). Retail network pharmacy services are currently available in all 50 states and the District of Columbia, Guam, Puerto Rico, and the U.S. Virgin Islands.

Features of the pharmacy benefits program include the use of the DoD Uniform Formulary, a tiered cost sharing structure, and a preference for generic over branded products. The DoD formulary is managed by the DoD Pharmacy and Therapeutics (P&T) Committee, which establishes the basic program benefits. Prescriptions for selected pharmaceutical agents may be subject to prior authorization (PA) or utilization review requirements to assure Medical Necessity (MN), clinical appropriateness, and/or cost-effectiveness. DoD has established tiered cost-sharing by which beneficiaries partially defray costs of administering the pharmacy benefits program. Cost-sharing amounts differ based on the classification of a pharmaceutical agent as generic, formulary, or non-formulary, in conjunction with the Point of Service (POS) from which the agent is acquired. The mail order and retail portions of this benefit are open to all eligible TRICARE beneficiaries.

Pharmacy benefits management functions under this contract include the following: perform claims adjudication, administer a retail pharmacy network, operate TMOP, process reimbursements for claims filled at retail network and non-network pharmacies, perform clinical reviews, and provide beneficiary and pharmacy support services. The Contractor shall transmit all claim information to the Government's designated Pharmacy Data Warehouse (PDW).

SECTION C

STATEMENT OF WORK

C.1.1. Overall Program Objectives

The following objectives identify the desired outcomes of this contract and are supported by the technical requirements in Section C:

- Maximize patient safety through the utilization of best practices.
- Apply the prescription drug benefit consistently and comprehensively in an effective, efficient, and accurate manner.
- Execute a fiscally responsible pharmacy program.
- Establish and maintain a high level of customer and beneficiary satisfaction.
- Provide flexible, effective and collaborative management and quality control for all services and functions.

C.1.2. Definitions

Definitions specific to this contract, or not otherwise in Appendix A of the TRICARE Operations Manual, are provided in J-1.

C.1.3. Government Furnished Information

~~C.1.3.1~~ The Contractor shall interface with the Defense Enrollment Eligibility Reporting System (DEERS), according to the requirements established in the TRICARE Systems Manual.

~~C.1.3.2~~ The Government will provide licenses for the Contractor to access and use DEERS applications.

~~C.1.3.3~~ The Government will provide the Contractor with access to a medical pricing catalog which will be used for replenishment, both at TMOP and designated specialty pharmacies, and for adjudicating MTF Composite Healthcare System (CHCS) claims.

~~C.1.3.4~~ The Government will provide initial Interface Control Documents (ICDs) and some additional technical specifications for the following systems:

- PDW
- CHCS
- Forensic Toxicology Drug Testing Laboratory Information Management System (FTDTL IMS)
- Immunization Tracking System
- Theater Medical Data Store (TMDS)
- Clinical Data Repository/Health Data Repository (CHDR)
- MHS GENESIS

~~C.1.3.5~~ The Government will provide a quarterly data file for beneficiary mailings related to formulary changes, described under C.9.3.3.

~~C.1.3.6~~ The Government will provide a quarterly file of beneficiary zip codes for use in evaluating and reporting on compliance with network access standards.

SECTION C

STATEMENT OF WORK

~~C.1.1.7~~ The DHA Communications will design, develop, and print beneficiary educational materials, including written materials, briefings, and other methods of publicizing the TRICARE benefit, excluding letters and other communication pieces required under this contract. The Government will provide an electronic portal where printed items can be ordered by the Contractor.

~~C.1.1.8~~ The Government will provide the PDW Data Dictionary and Data Schema, as described under C.11.8.

~~C.1.1.9~~ Before the start of pharmacy services, the Government will provide (via previous contractors) batch files containing all retail, mail, and MTF claims along with Prior Authorization (PA) and MN determinations for the past two year period. The Government (via the outgoing contractor) will also provide an Other Health Insurance (OHI) data file.

C.1.4. Requirements Documents

~~C.1.4.1~~ Statutory and Regulatory Authority

- 10 U.S.C. §1074g Pharmacy Benefits Program
- 32 C.F.R. 199 Civilian Health and Medical Program of the Uniform Services (CHAMPUS)
- 10 U.S.C. §1086 Contracts for Health Benefits for Certain Members, Former Members, and Their Dependents
- 38 U.S.C. §8126 Limitation on Prices of Drugs Procured by Department and Certain other Federal Agencies

When changes are made to the above statutes or regulations, they are automatically incorporated into the contract requirements.

~~C.1.4.2~~ TRICARE Manuals.

C.1.4.2.1. The Contractor shall utilize the current version of the TRICARE Manuals T-2017, published at Attachment J-3, line 11. The manuals are applicable in their entirety.

C.1.4.2.2. The Contractor shall routinely review proposed, pending, and published manual changes and discuss concerns with the Contracting Officer Representative (COR).

C.1.4.2.3. When a new manual change is pending publication (identified with a change number and date), the COR and Contractor shall coordinate to confirm the applicability of a change to the contract.

~~C.1.4.2.3.1~~ To the extent practicable, for those manual changes that apply to the contract, the Government and Contractor will negotiate in good faith a bilateral agreement incorporating the change into the contract. This in no way precludes the Government's exercise of its rights to execute unilateral change orders as circumstances may require.

~~C.1.4.2.3.1~~ Those manual changes that do not apply to the contract will be incorporated into the contract as part of the next modification to incorporate an applicable change (i.e. Manual Changes 1-4 that do not apply will be incorporated at the same time as Manual Change 5, which does apply).

SECTION C STATEMENT OF WORK

C.1.4.2.4. In the event of conflict, the TRICARE Policy Manual shall take precedence over the other three TRICARE Manuals. The TRICARE Reimbursement Manual shall take precedence over the TRICARE Systems Manual and the TRICARE Operations Manual. The TRICARE Systems Manual shall take precedence over the TRICARE Operations Manual.

In the event of a conflict between language found within the TRICARE Manuals and the contract, the contract prevails.

C.2. General Claims Processing.

C.2.1. The Contractor shall accept and process claims submitted by retail network pharmacies, TMOP, MTF pharmacies, Veteran Affairs (VA) pharmacies, Indian Health Services (IHS) pharmacies, by beneficiaries for direct reimbursement (including non-network), to include batch files submitted from the Department of Veterans Affairs (DVA) and State Medicaid Agencies.

C.2.2. Unless stated otherwise, the Contractor shall include claims adjudication processes outlined in C.2, consisting of eligibility check, application of the correct copayment, identification of OHI, benefit design edits, Drug Utilization Review (DUR) and application of catastrophic cap and deductible updates.

C.2.3. The Contractor shall maintain a complete patient profile, inclusive of all claims processed within the scope of this contract.

C.2.4. Appeal Rights. The Contractor shall not accept appeals from Active Duty Service Members (ADSMs). ADSM are not authorized as appealing parties for TRICARE cost-sharing determinations. ADSM should be directed to their local MTF for review of access to care issues.

C.2.5. [REDACTED] (b) (4)

C.2.5.1. If the Contractor receives a prescription or supporting documentation (e.g., paper claim, PA request) for a beneficiary with Contractor-administered OHI, the Contractor shall internally transfer to its commercial operation in lieu of rejecting or returning to source.

C.2.5.2. [REDACTED] (b) (4)

C.2.6. Claims Processing System

C.2.6.1. The Contractor shall provide 24 hours a day, 7 days a week claims processing for all locations, including overseas MTFs.

C.2.6.2. The Contractor's claims processing system shall be available no less than 99.5% of the time, excluding external downtime (e.g., DEERS, B2B Gateway, etc.). The system is considered to be unavailable when the failure rate for claims exceeds 25% for at least 30 minutes.

SECTION C

STATEMENT OF WORK

C.2.6.2.1. The Contractor shall provide reporting on system processing performance per Contract Data Requirements List (CDRL) M060. At the request of the Government, the Contractor shall provide documentation of reported downtime, including detailed explanation of the causes.

C.2.6.2.2. Contractor downtime concurrent with external system downtime is excluded from the system availability calculation.

C.2.6.2.3. The Contractor shall immediately communicate unscheduled downtimes in excess of a Government-determined threshold (no fewer than 15 minutes) to MTF pharmacy staff and other parties who have indicated interest in receiving this information. Updates on system availability will be provided at a Government-determined interval and will include an estimate of when the system will once again be available for use. A final notification shall take place to inform users that regular processing has been restored. The communication mechanism shall be provided and maintained by the Contractor.

C.2.6.2.4. The Contractor shall schedule maintenance windows, to the greatest extent possible, to coincide or overlap with Defense Manpower Data Center (DMDC) maintenance windows, as described in TRICARE Systems Manual (TSM) Chapter 3, Section 4.2. The TSM reflects a maximum window within which DMDC scheduled maintenance will occur. Actual planned duration is communicated by DMDC on a weekly basis (See C.11.5.2.). DMDC will attempt to accommodate the Contractor's needs when establishing a maintenance schedule.

C.2.6.2.5. The Contractor shall notify the Government no less than ^{(b) (4)} hours in advance of any planned maintenance window (b) (4)

Such notifications shall include MTF pharmacy staff and any other interested parties through the process under C.2.6.2.3.

C.2.6.3. The Contractor shall accept any one of the multiple identifiers that may be submitted to process claims. Identifiers include but are not limited to DoD ID, social security number (SSN), or DoD Benefits Number (DBN). The primary identifier used by the Contractor shall be the DoD ID, as described in the TSM, and the Contractor's system shall link the identifier transmitted by the pharmacy with the DoD ID. The Contractor shall dynamically link all variations of patient IDs to ensure a single patient profile, including instances where patients may be eligible under health plans as a result of having more than one sponsor.

C.2.6.4. The Contractor shall ensure that their system utilizes software which maximizes configurable parameters to allow for changes to be made quickly and efficiently.

C.2.7. DEERS

C.2.7.1. Verifying Eligibility. The Contractor shall not authorize payment for a prescription prior to verifying eligibility, except at the direction of the Government.

C.2.7.1.1. In some cases, the Government may authorize the Contractor to process one or multiple claims regardless of DEERS eligibility or date of service. Any necessary overrides must be available to allow for real-time electronic claims and paper claims to process at any pharmacy POS.

SECTION C

STATEMENT OF WORK

C.2.7.1.2. The Contractor shall minimize queries to DEERS for transactions not authorizing payment and as a result of timed-out transactions.

C.2.7.1.3. The Contractor shall monitor DEERS query volumes for all interfaces throughout the period of performance against the projections provided during transition. The Contractor shall investigate the variance in these volumes and revise estimates for future periods of performance annually, or any time that the actual query volume(s) deviates significantly from the most recent projections (CDRL A090).

~~C.2.7.2~~ Catastrophic Cap and Deductible (CC&D)

C.2.7.2.1. The Contractor shall use the beneficiary's CC&D status to apply the correct copayment and deductible and perform updates in accordance with TOM Chapter 23, Section 3. Separate catastrophic caps are maintained for Continued Health Care Benefits Program (CHCBP), in accordance with TOM Chapter 23, Section 3.

C.2.7.2.2. The Contractor shall receive and provide reporting on the maintenance of CHCBP catastrophic caps (CDRL Q120).

C.2.8. Claims Processing Edits

~~C.2.8.1~~ The Contractor shall support claims adjudication rules specific to the POS, including separate rules for different MTF electronic health records (EHR) systems.

~~C.2.8.2~~ The Contractor shall apply comprehensive edits at the point of dispensing in accordance with commercial best practices. New claims shall be screened against the complete patient profile (see C.2.3) and the appropriate benefit design in force for that date and POS. The Contractor shall return appropriate clinical warnings or administrative alerts.

~~C.2.8.3~~ The Contractor shall perform real-time edits that may be specific to DoD and fall outside standard commercial practice, including but not limited to Prescription Monitoring Program, sanctioned providers, safety reviews established through the Uniform Formulary process, and the ability to suppress real-time edits by POS based on Government direction.

~~C.2.8.4~~ The Contractor shall be responsible for processing claims with dates of service prior to the start of this contract. This includes initial submission of claims, and also any adjustments, corrections, cancellations or recoupments. The Contractor shall perform all necessary research to process the claim according to benefit design and formulary restrictions in effect on the date of service.

~~C.2.8.5~~ At the Government's direction, the Contractor shall process any claim or prescription order. The Contractor shall apply any required overrides to allow the prescription to process successfully, resulting in a "paid" status.

~~C.2.8.6~~ State of Emergency (SOE) Declarations

C.2.8.6.1. The Contractor shall monitor SOE declarations issued by Federal and State Governments and make timely recommendations to the Government for implementation of "Emergency Refill

SECTION C

STATEMENT OF WORK

Too Soon Procedures" for areas placed under a SOE. The recommendation will include the designated ending date for the SOE.

C.2.8.6.2. Upon approval by the Government, the Contractor shall have the capability to bypass the refill too soon edit and allow the refill to be processed for areas covered by the state of emergency. The Government may also direct the Contractor to implement these measures for specific areas outside of a declared SOE.

C.2.8.6.3. The TMOP shall not ship medications to areas under declared emergency without confirming that delivery by carrier and receipt by beneficiary, is possible. For packages shipped prior to the emergency declaration that were reported lost or missing, the Contractor shall immediately ship the replacement to the beneficiary's alternate address and refund copay for the lost shipment upon request.

C.2.8.6.4. The Contractor shall provide standard emergency operating procedures which address the following:

- Avoid waste when shipping to areas where there is disaster, including holding shipments, confirming carrier delivery availability, and verifying current beneficiary location.
- Facilitate beneficiary access to medications during a declared emergency at both retail and mail POS, including but not limited to bypassing edits, replacing lost shipments, and shipping to alternate addresses. Facilitating access at MHS GENESIS POS will be limited to bypass of edits.
- Maintaining communication channels to keep stakeholders informed, including:
 - Beneficiaries: how they can receive their medications, in coordination with DHA Communications.
 - MTFs: possible patient movement, use over override codes, and how to transfer prescriptions
 - Retail Network: possible patient influx (e.g., local MTF being incapacitated)
 - DHA leadership: continual monitoring of SOE and recommendations for extension or early termination of emergency operation procedures
- Identify pharmacies impacted and advise of open network pharmacies within the impacted area

C.2.8.6.5. After an event, the Contractor shall provide reporting on the overrides that were granted under the Emergency procedures (CDRL R070). An event may be comprised of a number of individual Emergency Declarations (i.e., a hurricane that impacts a number of counties and states).

C.2.9. Other Health Insurance (OHI)

~~C.2.9.1.~~ The Contractor's OHI file shall be the system of record for OHI. In all cases where possible OHI is identified, including but not limited to leads provided by the Managed Care Support Contractors (MCSC), pharmaceutical manufacturers, claim forms, beneficiary declarations, and Contractor's internal files, the Contractor shall investigate and develop OHI records in accordance with TOM, Chapter 23, Section 3, TOM Chapter 10, Section 5, and TRM, Chapter 4.

SECTION C

STATEMENT OF WORK

C.2.8.1 The Contractor shall implement processes to maximize the identification of OHI, including but not limited to utilizing commercial services or data sources.

C.2.8.2 In the event that OHI records in DEERS are inconsistent with the Contractor's system, the Contractor shall, as part of the claims adjudication process, utilize logic to determine which source is the most reliable. Such logic shall take into consideration a number of factors, including but not limited to the completeness of the DEERS OHI record (a complete record vs. a placeholder), the type of benefit associated with the record (medical comprehensive vs. pharmacy), and the age of the record.

C.2.8.3 When new OHI is identified, the Contractor shall pursue recoupment for past claims and build out the beneficiary's profile for future claims. (See C.2.8.4.) Post-adjudication, the Contractor shall perform reviews to ensure the claim processed correctly and update either DEERS or their system as necessary to maintain consistency.

C.2.8.4 The Contractor shall have a mechanism to allow a DEERS OHI record to be bypassed for up to one year based on the beneficiary's attestation that such OHI does not exist. Claims within that time will continue to process without rejecting for the reported OHI record.

C.2.8.5 The Contractor shall document their policies for the application of OHI information in claims processing, including the use of different types of DEERS records and how discrepancies are resolved. This documentation will be made available for the Government's review upon request.

C.2.8.7 The Contractor shall provide reporting to the Government on OHI development (CDRL Q110) and cost avoidance (CDRL Q111).

C.2.10. Claims Processing System Documentation

C.2.10.1 The Contractor shall develop and maintain comprehensive documentation of all aspects of claims processing. This documentation shall include the items listed below as well as any supplemental information provided by the Contractor. The sum of all this documentation shall allow the Government to correctly determine how any given claims processing scenario will adjudicate. Updated versions of any of these documents shall be made available to the Government upon request.

C.2.10.2 The Contractor shall maintain all payer sheets used in the transmission of DoD claims from all POS.

C.2.10.3 The Contractor shall maintain a benefit design document and provide the Government with access to the current version via a web-based platform. The Contractor's presentation of the benefit design within this document shall remain consistent with the elements of the document initially provided by the Government and shall be in a format agreed to by the Government. The benefit design shall contain formulary and benefit restrictions based on beneficiary category, enrollment category, POS, medication by category, and any other factors, including but not limited to:

- MTF Basic and Extended Core Formularies
- Compound inclusions and exclusions

SECTION C

STATEMENT OF WORK

- Covered over-the-counter (OTCs)
- Federal Ceiling Price (FCP) Non-Compliant Retail Exclusions
- Non-Formulary Drugs
- PA
- Step-Therapy Drugs
- Self-Administered Injectables
- Smoking Cessation Drugs
- Specialty Drugs
- Covered Vaccines
- Non-covered Drugs
- Quantity Limit (QL) Restrictions
- Age restrictions

C.3. Retail Prescriptions

C.3.1. Retail Prescription Claims

~~C.3.1.1~~ The Contractor shall accept and process all claims for pharmaceutical agents and supplies covered under the TRICARE pharmacy benefit, and purchased from a licensed pharmacy in the 50 United States, the District of Columbia, Puerto Rico, the U.S. Virgin Islands, Northern Mariana Islands, American Samoa and Guam.

~~C.3.1.2~~ The Contractor shall limit retail claims for covered drugs under 10 U.S.C. §1074g, 32 C.F.R. 199.21, and other applicable regulations. Network pharmacies may submit claims for covered supply items using the National Drug Code (NDC) numbers assigned to them. Reimbursement of retail pharmacy claims will be made in accordance with G.3.6.2.

~~C.3.1.3~~ When access to specific drugs at retail pharmacies is restricted under the law, the Contractor shall facilitate either a change in the beneficiary's current prescription to an approved pharmaceutical or supply, or shift the beneficiary's prescription to TMOP. Covered drugs that are restricted at retail and their respective implementation dates are published at in DoD P&T Committee Meeting Minutes (Attachment J-3, Line 1).

~~C.3.1.4~~ When claims are received for covered drugs furnished in geographical locations not covered under this contract, the Contractor shall forward them to the TRICARE Contractor responsible for processing claims for those locations as specified in the TOM, Chapter 8, Section 2.

~~C.3.1.5~~ The Contractor shall complete real-time, online Coordination of Benefits (COB) in accordance with National Council of Prescription Drug Program (NCPDP_ D.0 standards (or most current version) for those claims filled in retail network pharmacies where OHI has been identified, to include Medicare Part D claims. The Government will provide the COB and Medicare Part D billing transaction segments to include the required values. The Contractor is required to track Medicare Part D True Out-Of-Pocket expenses (TROOP) and total drug expenditures for each TRICARE beneficiary who is also enrolled in Medicare Part D. The Contractor shall provide this information to the Centers for Medicare & Medicaid Services (CMS) designated TROOP facilitator.

SECTION C

STATEMENT OF WORK

~~C3.1.1~~ The Contractor shall reimburse claims in accordance with the TRM, Chapter 4.

~~C3.1.2~~ The Contractor shall process claims submitted by Department of VA pharmacies for beneficiaries who are TRICARE-eligible as primary payer. The double coverage provisions in TOM, Chapter 23, Section 3 and TRM, Chapter 4 are waived for beneficiaries with Medicare Part D. VA benefits are not considered OHI.

~~C3.1.3~~ If requested by the beneficiary and allowable under federal and state law, the Contractor may authorize the dispensing of up to a 90-day supply prescription as a single transaction at a retail pharmacy. In these cases, the pharmacy shall collect a copayment for each 30-day increment. The Contractor must make this option available at all retail network pharmacies.

~~C3.1.4~~ The Contractor shall ensure that claims for prescriptions filled but not dispensed are reversed within ten (10) calendar days of the date the original claim was submitted. When reversals are processed more than ten (10) calendar days after the date the original claim was submitted, the Contractor shall adjust or cancel the TRICARE Encounter Data (TED) record.

~~C3.1.5~~ The Contractor shall process batch claims in the most current NCPDP batch format. The Contractor may receive batch claims from a variety of sources (e.g., State Medicaid agencies, clearinghouses, DVA) and the Contractor shall process these claims regardless of the electronic media (e.g., CD ROM, tapes) through which they are submitted. All batch claims shall be processed within 14 days of receipt. The Contractor shall process claims from state agencies in accordance with TRM Chapter 1 Section 20. Notwithstanding the above, Medicaid subrogation electronic batch claims shall be processed within two business days.

~~C3.1.6~~ The Contractor shall report the actual amount paid to the retail pharmacy. On the TED, this will be populated as the Amount Paid by Government Contactor, per the TSM.

C.3.2. Paper Claims

~~C3.2.1~~ The Contractor shall process paper claims submitted by beneficiaries, also known as Direct Member Reimbursement (DMR) claims, and those submitted by pharmacies, known as assignment of benefit claims, in accordance with TOM, Chapter 23, Section 3, Paragraph 1.2 and Chapter 8, Section 1, Paragraph 3.1. The Contractor shall accept claims submitted using any of the specified forms. Electronic submission of paper claims is only allowed under an approved Office of Management and Budget (OMB) format.

~~C3.2.2~~ Upon request, the Contractor shall mail the current version of the DD2642 claim form to beneficiaries.

~~C3.2.3~~ The Contractor shall reimburse paper claims for non-network pharmacy services in accordance with the TRM, Chapter 1, Section 15, minus applicable copayments and deductibles.

~~C3.2.4~~ The Contractor shall process these paper claims using the most current NCPDP format.

~~C3.2.5~~ The Contractor shall monitor paper claims processing and work with retail network pharmacies to reduce the volume of network paper claims. Network pharmacies should be using

SECTION C

STATEMENT OF WORK

online coordination of benefits in most cases and the Contractor shall work with any pharmacies with higher than average rates of paper claims to transition them to online processing.

C.3.2.5.1. The Contractor shall require all retail network pharmacies to utilize online Coordination of Benefits.

~~XXXXX~~ The Contractor shall not report or bill manual corrections to retail pharmacy claims as paper claims.

~~XXXXX~~ The Contractor shall process claims for beneficiaries who are required by their OHI to use their designated mail order pharmacy or other non-network pharmacy using network cost shares. Non-network copayments and deductibles are not applicable to these claims.

~~XXXXX~~ The Contractor shall routinely audit paper claims to look for scenarios such as high cost claims, high cumulative claims value, and high volume of claims. All such reviews and audits shall be performed at the beneficiary and family level.

~~XXXXX~~ Measured on a monthly basis, paper claims shall meet the following minimum standards:

C.3.2.9.1. 95% of paper claims shall be processed to completion within (b) (4) calendar days of receipt.

C.3.2.9.2. 100% of paper claims shall be processed to completion within (b) (4) calendar days of receipt.

~~XXXXX~~ The Contractor shall provide reporting on paper claims volumes, processing times, denials and appeals (CDRL Q050). Paper claims are considered to be processed to completion as of their TED record Create Date.

~~XXXXX~~ The Contractor shall provide notification to the beneficiary must be in writing for denied paper claims. The notification must explain why the claims were denied and detail the beneficiary's appeal rights.

~~XXXXX~~ Under the TRICARE benefit, the Contractor shall not process paper claims for prescriptions filled at MTF pharmacies. If necessary, the Contractor may forward the claims to its commercial services section for review as a claim payable by a commercial insurance plan.

C.3.3. Retail Pharmacy Network

~~XXXXX~~ The Contractor shall establish and maintain a retail pharmacy network throughout the 50 United States, the District of Columbia, Puerto Rico, the U.S. Virgin Islands, and Guam. The Contractor shall provide network retail pharmacy services in American Samoa and the Northern Mariana Islands when they become eligible.

~~XXXXX~~ Retail Network Access. The Contractor's retail pharmacy network shall meet the following:

C.3.3.2.1. Access Requirements, as measured by beneficiary zip code:

C.3.3.2.1.1. At least (b) (4) pharmacy within 15 minutes driving time of (b) (4) of the beneficiaries;

SECTION C

STATEMENT OF WORK

C.3.3.2.1.2. At least (b) (4) pharmacies within 15 minutes driving time of (b) (4) of the beneficiaries; and

C.3.3.2.1.3. At least (b) (4) pharmacy within 30 minutes driving time of (b) (4) of the beneficiaries.

C.3.3.2.2. No fewer than 35,000 retail network pharmacies.

C.3.3.2.3. Exclusions

~~C.3.3.2.3.1.~~ MTF, VA, Public Health Service (PHS), and Indian Health Service (IHS) pharmacies shall not be considered as retail network pharmacies for purposes of this requirement.

~~C.3.3.2.3.2.~~ Beneficiaries residing on military installations shall be excluded from this metric. The Government will provide a list of zip codes of military installations for the Contractor's use in calculating this metric.

~~C.3.3.2.3.3.~~ The Contractor shall use commercially available software or web tools to calculate this metric and the methodology shall be made available to the Government for audit upon request.

~~C.3.3.2.3.4.~~ The Contractor shall provide reports identifying retail network pharmacies and the total network size (CDRL M040), network access relative to the above metrics (CDRL M041), (b) (4)

~~C.3.3.2.3.5.~~ The Contractor shall provide a plan describing how beneficiaries not meeting the access standards will have access to pharmacy services. (CDRL A110)

~~C.3.3.2.3.6.~~ All network pharmacies shall be fully licensed in accordance with applicable Federal and State laws and have a current NCPDP number. Pharmacies providing pharmaceuticals solely through internet or mail order pharmacies shall not be included in the retail network. Retail pharmacies who offer to mail prescriptions to beneficiaries as part of their business may be included in the network subject to the retail pharmacy specifications listed herein.

~~C.3.3.2.3.7.~~ At a minimum, the retail pharmacies shall provide TRICARE beneficiaries the same quality of services provided to beneficiaries of other commercial clients, to the extent allowed by Federal regulation and this contract.

~~C.3.3.2.3.8.~~ The Contractor shall ensure that all pharmacies document the receipt of the medication by the beneficiary or the individual authorized by the beneficiary, in accordance with all applicable State and Federal Laws. The Contractor shall ensure that network pharmacies have procedures to reasonably assess the validity of prescriptions ordered by telephone.

~~C.3.3.2.3.9.~~ Changes to the Retail Pharmacy Network

The Contractor shall have a plan for communicating to beneficiaries when a pharmacy is removed from the network. As part of the plan, the Contractor shall do the following in the event of network changes:

- Provide the Government with the names of all pharmacies selected for removal from the network at a minimum of (b) (4) days prior to the effective date of the changes.

SECTION C

STATEMENT OF WORK

- Identify and provide advance notification to beneficiaries who have filled prescriptions at the designated pharmacies during the previous six (6) months. The Contractor shall ensure that the beneficiary receives the letter at a minimum of 30 days prior to the effective date of the change.
- Provide the Government with samples of all beneficiary correspondence related to the change in the network for comment. The Government shall have no less than 14 days to review.
- Monitor and track prescription fills by impacted beneficiaries in specific categories (CDRL R020).
- Make changes to the plan as necessary to ensure successful communications with the all beneficiaries and minimize disruption of therapy.

C.3.3.9.1. In situations where a pharmacy fails to meet credentialing standards or there are indications of potential fraud that does not meet the standard requirements for case development per TOM Chapter 13, the Contractor may remove the pharmacy from the network without providing advance notification to the Government or beneficiaries. For other situations that justify short-notice removal of a pharmacy, the Contractor shall contact the Government for approval. The Contractor shall notify the impacted beneficiaries within 14 days after the pharmacy is removed.

C.4. Specialty Pharmacy Program

C.4.1. The Government will provide an initial list of pharmaceutical agents considered for the specialty pharmacy program. The Contractor shall propose updates to the list based on changes in the market, evolution of clinical practices, limited access, cost effectiveness, clinical support considerations, and overall benefit to the TRICARE Pharmacy Program for Government approval.

C.4.2. The Contractor shall provide the methodology under which drugs are evaluated and proposed for the addition or removal from the program.

C.4.3. Accreditation. All network specialty pharmacies shall be fully licensed in accordance with applicable Federal and State laws and have a current NCPDP number. The network specialty pharmacies shall maintain accreditation by a nationally recognized external accrediting body (e.g., URAC, ACHS, CPPA).

~~C.4.3.1.~~ The Contractor shall provide notification to the Government of any changes to the network per C.3.3.9.

C.4.4. Access. The Contractor shall maximize the extent to which beneficiaries are able to obtain specialty pharmaceuticals agents through nationally accredited specialty pharmacies. When not dispensed by an MTF pharmacy or a VA pharmacy, all covered specialty agents, including limited distribution agents, shall be accessible to beneficiaries at in-network cost shares when appropriately prescribed.

~~C.4.4.1.~~ The Contractor shall provide patient and prescriber education on obtaining specialty agents through the network specialty pharmacies. This shall include agents that have access restrictions.

SECTION C

STATEMENT OF WORK

~~C.4.4.1~~ The Contractor shall facilitate the movement of specialty prescriptions to the specialty network pharmacies when appropriate to support access to specialty agents and minimize beneficiary confusion. This shall include the movement of specialty prescriptions from MTF pharmacies to the specialty network pharmacies if requested by the Government.

C.4.5. Patient Support Program. The Contractor shall ensure support for beneficiaries who receive specialty agents in accordance with nationally accredited specialty pharmacy standards. At a minimum, this program shall provide medication administration support (e.g. proactive patient consultation, therapy evaluation and call center support,) that minimizes adverse events. This program shall maximize adherence as appropriate, improve well-being, and promote beneficiary satisfaction as measured by widely recognized industry benchmarks.

~~C.4.5.1~~ This program shall educate beneficiaries on manufacturer supported programs that may augment, but not replace, those services offered by the network specialty pharmacies when appropriate.

~~C.4.5.2~~ The program shall provide delivery management services to include timely delivery of medications to align with treatment schedules, delivery tracking and waste prevention.

~~C.4.5.3~~ The Contractor shall ensure beneficiaries receive accompanying supplies for specialty agents dispensed at network specialty pharmacies, including those required for administration, use, disposal or any other purposes in accordance with industry best practices.

C.4.6. Programmatic Support. The Contractor shall optimize the specialty program in the areas of cost controls, utilization strategies and incorporation of commercial best practices that aligns with the TRICARE benefit design. Utilization strategies will align with those noted under C.7.2.1.

C.4.7. Replenishment. The Contractor shall maximize replenishment of specialty agents from the National Prime Vendor (NPV) contract. The NPV is a contract held by the Defense Logistics Agency. For more information about the NPV, please see C.6.8.9

~~C.4.7.1~~ Replenishment will be provided (owed) to the Contractor when all of the following conditions are met: 1) specialty agents are dispensed to TRICARE eligible beneficiaries; 2) specialty agents are available for replenishment from the National Prime Vendor (NPV); and 3) specialty agents not acquired through the Market Priced Pharmaceutical Program per C.4.7.6.

~~C.4.7.2~~ The Contractor shall request replenishment in accordance with C.6.8. Any deviation in ordering product for replenishment from the NPV shall be requested per CDRL R130. Requests for deviations shall be consolidated by the Contractor for submission to the Government.

~~C.4.7.3~~ The Contractor shall ensure pharmacies ordering replenishment acknowledge receipt of replenished inventory from the NPV per C.6.8.20 and report any discrepancies per C.6.8.21.

~~C.4.7.4~~ The Contractor shall ensure pharmacies ordering replenishment continuously monitor availability for cost effective products for replenishment and provide recommendations to the government per CDRL W011.

SECTION C

STATEMENT OF WORK

~~C.3.1~~ Non-specialty drugs, if dispensed from specialty network pharmacies, will follow retail prescriptions claims processing per C.3.1.

~~C.6.8.22~~ The Contractor may identify opportunities for the Market Price Pharmaceutical Program per C.6.8.22. Opportunities shall be accounted for in CDRL R140.

~~C.6.8.7~~ The Contractor shall track and report volume of dispensed specialty agents and the replenishment of specialty agents ordered and received from the NPV and provide auditable reconciliation reporting per C.6.8.7.

~~C.6.8~~ For non-replenished specialty agents, the costs will be reimbursed (see Section G.3.6.2). In instances where a specialty agent is deemed unreplenishable per C.6.8.14, the drug cost will be reimbursed as a non-replenished agent. Non-replenished agents are subject to cost control measures under the specialty network guarantee (see Section H.3.3).

C.4.8. Reporting. The Contractor shall provide a report on the dispensing of specialty prescriptions and clinical services provided (CDRL Q150).

C.5. MTF Pharmacy Claims

C.5.1. The Contractor shall support claims submissions from MTF pharmacies running two different EHR systems:

- Composite Health Care System/AHLTA (CHCS)
- MHS GENESIS

~~C.5.1.1~~ The Contractor shall support unique submission methods and claims processing rules for each system.

~~C.5.1.2~~ The contractor shall have a mechanism to transfer batches of MTF prescriptions (new and refill prescriptions) to the TMOP if requested by the Government.

C.5.2. MTF CHCS Claims

~~C.5.2.1~~ The Contractor shall connect to CHCS as described in Section C.11.7.3 until all remaining sites are transitioned to MHS GENESIS and the Government notifies the Contractor that support for CHCS is no longer needed.

~~C.5.2.2~~ The Contractor shall process claims using the CHCS business rules. CHCS is a legacy system that cannot support commercial standards so the Contractor must apply the CHCS business rules as prescribed.

~~C.5.2.3~~ The Contractor shall adjudicate MTF dispensing transactions in a format based on NCPDP D.0. The D.0 format used by the MTFs does not include the Coordination of Benefits segment.

~~C.5.2.4~~ In addition to a DEA Number or NPI, the Contractor shall accept provider SSN on MTF claims.

~~C.5.2.5~~ The Contractor shall not apply formulary edits.

SECTION C

STATEMENT OF WORK

C.5.2.1 The Contractor shall perform Prospective Drug Utilization Review (ProDUR) on the inbound dispensing transactions.

C.5.2.2 The Contractor does not create TEDs for these claims.

C.5.2.3 The Contractor shall accept and log all data provided on transactions. All transactions shall be transmitted to the PDW.

C.5.2.4 The Contractor shall not perform DEERS eligibility checks for MTF claims. The MTF assumes responsibility for eligibility; therefore, the Contractor will process the claim regardless of eligibility status.

C.5.2.5 The Contractor shall support messaging to the MTF and handling of rejected claims to the MTF that varies from that used by the commercial network. The Contractor shall accept all CHCS claims and post them to the patient profile.

- **Validity Rejects:** The Contractor shall not reject MTF claims due to missing or invalid data. The Contractor will follow the processes outlined in C.5.3 to correct and resubmit the claim. For patient safety reasons, all claims must be successfully resubmitted, posted to the patient profile and transmitted to the PDW, unless the Contractor is notified by the MTF to allow the reject to remain on the patient profile.
- **ProDUR Alerts:** The Contractor shall not reject MTF claims for ProDURs but will instead return custom ProDUR alert messaging. The MTF will respond to the alert by either cancelling the prescription or entering an override code. The Contractor will receive a reversal if the prescription is cancelled, but if the MTF enters an override code, no additional message will be sent to the Contractor. MTF claims resulting specific ProDUR Alerts will be included on the Data Integrity Report described in C.5.2.12.

C.5.2.6 If an ingredient cost of one cent (\$0.01) is submitted by the MTF, the Contractor will recalculate the ingredient cost primarily using the medical pricing catalog supplied by DLA-TS, or using the published Average Wholesale Price (AWP) as a secondary source. NDCs received from CHCS are representative and may not reflect the medication actually dispensed so the Contractor shall price the claim using the medical pricing catalog lowest cost entry within the GCN of the submitted NDC.

C.5.2.7 For claims priced from either the medical pricing catalog or AWP, the Contractor shall apply a regional discount established by DLA-TS, based on the NCPDP Pharmacy ID. If the ingredient cost submitted by the MTF is greater than one cent (\$0.01), the Contractor shall post the claim and no regional discount is applied.

C.5.3. MTF Data Integrity Reviews

C.5.3.1 The Contractor shall conduct reviews of MTF pharmacy claims data, excluding claims received from MHS GENESIS, and perform the following processes to identify and resolve issues specific to MTF claims. MHS GENESIS claims are subject to the reviews under C.10.2.1.

SECTION C

STATEMENT OF WORK

3.1.1 The outgoing contractor will provide an initial list of MTF pharmacy contacts to the incoming contractor during Transition-in. The Contractor shall update as needed and send quarterly updates to the Government.

3.1.2 The Contractor shall provide a daily report of MTF validity rejects (CDRL D020). Claims submitted using MHS GENESIS shall not be included in this report. The reports shall be broken out by MTF and sent to the pharmacy contact at each submitting MTF. A copy of the daily report shall also be provided to DHA. The MTF pharmacy will have three (3) business days to correct these claims. The MTF may reverse the claim entirely or reverse and resubmit the corrected claim. After allowing three (3) business days for the MTF to correct any errors, the Contractor shall undertake retroactive claims correction in their system to correct the remaining errors and ensure that the claims reflect a paid status. This shall be completed within two (2) business days. The Contractor shall continue to work the claim until it posts to the profile, is reversed by the MTF, or the MTF notifies the Contractor to take no further action. The Contractor shall ensure that 100% of issues have been addressed within the aforementioned time period.

3.1.3 In the event that the Contractor's resubmission of a previously rejected MTF claim results in a DUR Interaction Severity Level 1, the Contractor shall contact the clinical staff at the submitting MTF by phone within one (1) hour. For all such situations, the Contractor shall keep a log that will be made available for the Government's review upon request. At minimum, the log shall document the identifying information of the pharmacy, prescription and beneficiary and the dates and times of the original reject, the DUR and the call communicating the safety warning to the MTF.

3.1.4 The Contractor shall produce a weekly report of all paid MTF claims exceeding an established pricing threshold determined by the Government (CDRL W021). This threshold shall be subject to change. Claims submitted using MHS GENESIS shall not be included in this report. If the Contractor determines that the price is reasonable based on quantity and days' supply, consistent with the medical pricing catalog, and consistent with the standard dose for that medication, the claim shall not be included on the report to the MTF and no further action is required. The Contractor shall run the report seven (7) calendar days after the close of the reporting period to allow time for claims to be corrected by the MTF. The report shall be provided to the submitting MTF, which has five (5) business days to correct any of these claims. After five (5) business days, the Contractor shall review all claims in this report that have not been reversed or resubmitted by the MTF. For the remaining claims, the Contractor shall contact the submitting MTF to troubleshoot the claim, determine the cause of the error, and then correct the error on the claim within two (2) business days. The Contractor shall ensure that 100% of issues have been addressed within the aforementioned time period.

3.1.5 The Contractor shall provide a Data Integrity report to the MTFs on a weekly basis (CDRL W020). The Contractor shall run the report seven (7) calendar days after the close of the reporting period to allow time for claims to be corrected by the MTF. Claims submitted using MHS GENESIS shall not be included in this report. This report shall include paid MTF claims which generated the following ProDUR warnings:

- High Dose Alerts - All prescriptions processed by MTF pharmacies where the prescription exceeds daily maximum allowable dosage for a medication, as

SECTION C

STATEMENT OF WORK

determined by First Databank (FDB) as a result of an input error, such as incorrect quantity or days supply. The daily dosage is calculated by dividing the quantity dispensed by the days' supply. This report shall not include high dose DUR alerts resulting from patient specific characteristics.

- Incorrect Quantity - Example: Asmanex package size is one, site enters 30 in the quantity field, the adjudication system will calculate 30 inhalers due to the unit of measure being "ea", the price will also be calculated incorrectly based on the incorrect quantity dispensed $30 \times \$28.84 = \865.20 .
- Incorrect Days Supply - Example: Site enters one day supply for Doxycycline 100mg qty 180.
- Invalid Provider

C.5.4.2. The Contractor's report shall be provided to the submitting MTF, which has five (5) business days to correct any of these claims. After five (5) business days, the Contractor shall review all claims in this report that have not been reversed or resubmitted by the MTF. For the remaining claims, the Contractor shall contact the submitting MTF to troubleshoot the claim, determine the cause of the error, and then correct the error on the claim within two (2) business days. The Contractor shall ensure that 100% of issues have been addressed within the aforementioned time period.

C.5.4.3. The Contractor shall also provide monthly summary reports to the Government on MTF rejections (CDRL M070), high cost claims (CDRL M072) and data integrity edits (CDRL M071), to allow the Government to monitor the reported claims and their resolution rates. Claims submitted using MHS GENESIS shall not be included in this report.

C.5.4. MHS GENESIS Claims

C.5.4.1. The Contractor shall connect to sites using MHS GENESIS as described in Section C.11.7.4. MHS GENESIS is the new EHR replacing CHCS at all MTFs. MHS GENESIS is a commercial standard EHR and processes claims in NCPDP D.0 format (or the most current standard). It is supported by the Defense Healthcare Management System Modernization (DHMSM) contractor. MTFs will continue to transition to the new system until all MTFs are using MHS GENESIS.

C.5.4.2. The Contractor shall review any changes to claims processing parameters with the Government before they are implemented, including any NCPDP mandated changes to the transaction format such as changes to reject codes and overrides.

C.5.4.3. The Contractor shall process claims using business rules for MHS GENESIS claims, which include the benefit design (including P&T guidance described in C.6.8.22.7) and other documentation (e.g., MTF Set-Up). The Government may direct specific changes to MHS GENESIS business rules as appropriate.

C.5.4.3.1. At the direction of the Government, the Contractor shall support coordination of benefits for MHS GENESIS claims. The business rules governing this process may vary from standard commercial practices.

SECTION C

STATEMENT OF WORK

~~C.5.4.9~~ The Contractor shall not perform DEERS eligibility checks for MTF claims. The MTF assumes responsibility for eligibility; therefore, the Contractor will process the claim regardless of eligibility status.

~~C.5.4.10~~ The Contractor shall maintain current, accurate, and complete system documentation, as described in C.2.10.

~~C.5.4.11~~ The Contractor shall coordinate an interface control document (ICD) with the DHMSM Contractor. The ICD will be approved by the Government.

~~C.5.4.12~~ MHS GENESIS claims will utilize a full range of commercial edits with some exceptions, as defined here and in the Edit Set-Up documents. All transactions shall be transmitted to the PDW.

~~C.5.4.13~~ The Contractor shall adjudicate all MHS GENESIS claims and shall reject claims that do not pass edits. The Contractor may return a paid claim with advisory messaging in lieu of rejection or exclude specific drugs from such rejects as directed by the Government. The Government may identify specific information to be included in the messaging for advisories or rejects. Commercial standard edits shall apply unless otherwise indicated.

~~C.5.4.14~~ The Contractor shall accept the ingredient cost submitted on the claim for MHS GENESIS claims. No adjustments or discounts shall be applied.

~~C.5.4.15~~ The Contractor shall monitor MHS GENESIS rejects and, on a weekly basis, report NDCs which trigger rejects in the indicated categories. (CDRL W030)

C.5.4.10.1. The Contractor shall coordinate with DHA and/or the MHS GENESIS Contractor to ensure alignment between their drug file and that used by MHS GENESIS, including the handling of new and termed NDCs.

C.6. Mail Order Pharmacy

C.6.1. Mail Order Pharmacy Prescriptions

~~C.6.1.1~~ The Contractor's mail order facility shall dispense and deliver medications to TRICARE beneficiaries consistent with the requirements that apply to the overall standard operations of TMOP outlined below. For beneficiaries in deployed theaters of operation, the Contractor shall dispense medications as indicated in Section C.6.7.

~~C.6.1.2~~ The Contractor shall accept prescription orders at TMOP by written (original or facsimile), electronic (supporting digital signature including e-prescribing), or telephonic submission.

C.6.1.2.1. The Contractor shall notify the beneficiary when a prescription order is received directly from a healthcare provider and process the prescription in accordance with the beneficiary's need (e.g. fill, pend the prescription, etc.).

~~C.6.1.3~~ The Contractor shall only accept prescriptions written by healthcare providers licensed in the U.S. with prescriptive authority as delegated by state and federal law. A provider who meets the applicable standards of state or federal licensure but who operates by the Indian Health Service, an

SECTION C STATEMENT OF WORK

Indian tribe, tribal organization, or urban Indian organization would meet the requirements of having prescriptive authority under DHA rules.

~~C.6.1.8~~ The Contractor shall have procedures in place to reasonably assess the validity of prescription orders.

~~C.6.1.9~~ For all medications dispensed through TMOP, the Contractor's tracking and dispensing procedures shall comply with Federal and State law and all applicable state boards of pharmacy requirements.

~~C.6.1.10~~ For beneficiaries receiving prescription medications through the TMOP, the Contractor shall provide 24 hours a day, 7 days a week access to a pharmacist by phone.

~~C.6.1.11~~ The Contractor shall not collect sales tax on prescriptions dispensed by TMOP.

~~C.6.1.12~~ The Contractor shall not dispense TMOP prescriptions to a beneficiary with OHI, unless one of the following exceptions applies:

1. The OHI does not cover the prescribed agent, either by the benefit design or denied coverage review.
2. The beneficiary has exhausted the benefits under the OHI.

C.6.1.8.1. Under these exceptions, to receive TRICARE coverage of pharmaceuticals dispensed through the TMOP, beneficiaries with OHI must submit documentation to the Contractor showing the OHI does not cover the prescribed item, or documentation such as an Explanation of Benefits (EOB) indicating their coverage has been exhausted. In cases where the Contractor is also the PBM for the OHI, it may provide such documentation in place of the beneficiary. The Contractor will then update the beneficiary's profile with this information and process the prescription(s) accordingly.

~~C.6.1.9~~ The Contractor's TMOP prescription processing and written notification of denied orders shall meet the following minimum standards:

C.6.1.9.1. 98% of Mail Order prescriptions not requiring intervention or clarification shall be shipped in four (4) business days from receiving the prescription.

C.6.1.9.2. 100% of Mail order prescriptions shall be shipped, scheduled for delivery, returned, or denied within ten (10) calendar days of receipt, date stamped in accordance with TOM Chapter 8, Section 1.

~~C.6.1.9.3~~ Exceptions to the above prescription processing standard are as follows:

- Prescriptions under the Deployment Prescription Program (DPP) that require clarifications or intervention. These will not be included in the calculation of mail order pharmacy processing time.

C.6.1.9.3. Prescriptions dispensed from the TMOP shall be accurate 100% of the time, measured monthly.

SECTION C

STATEMENT OF WORK

C.6.1.12.1. In the event the Contractor fails to mail any prescription that did not require clarification or intervention within ten (10) business days, the Contractor shall automatically provide next day delivery service at no additional charge to the beneficiary.

C.6.1.12.2. The Contractor shall provide reporting of mail order volumes and processing times (CDRL Q040).

C.6.1.12.3. The Contractor shall contact the prescriber for each TMOP prescription received requiring intervention or clarification.

C.6.1.12.4. If the Contractor is unable to obtain a response from a prescriber within two (2) business days, the Contractor shall contact the beneficiary telephonically or by electronic means, based on the beneficiary's indicated preferences, to provide order status.

C.6.1.13.1. For intervention such as PA, MN or QL overrides, the Contractor will request beneficiary direction to process the prescription within the given benefit design, pend the prescription, return or cancel the prescription, or continue efforts to obtain a response from the provider.

C.6.1.13.2. For prescription clarification, which requires the information on the prescription to be clarified for completeness, accuracy and legibility, the Contractor will request beneficiary direction to either return or cancel the prescription or continue efforts to obtain a response from the provider. The Contractor will be held to the 10 day processing requirement per C.6.1.9. The Contractor shall document all calls and the beneficiary's direction.

C.6.1.13.3. If a medication is unavailable at Mail Order, the Contractor shall notify the beneficiary, provide options where the prescription can be filled including in-network options, and help facilitate the transfer of the prescription to the beneficiary's selected pharmacy.

C.6.1.13.4. The Contractor shall not return or cancel a prescription without first attempting to contact the beneficiary telephonically or by electronic means. The beneficiary shall have no less than 72 hours to provide a response before the prescription is returned or cancelled.

C.6.1.13.5. For all returned or cancelled prescriptions, the Contractor must provide written notification to the beneficiary explaining why the prescription was returned or cancelled.

C.6.1.13.6. If the Contractor is unable to fill a prescription because the medication is on backorder, the Contractor shall notify the beneficiary at the time of the order and offer to pend the prescription, transfer the prescription to a retail pharmacy, return or cancel the prescription, or contact the provider to request an alternative drug which is available. If the beneficiary opts to transfer the prescription to a retail network pharmacy, it shall be processed in accordance with C.3.1.

C.6.1.13.7. If the prescription is pended due to backorder, the Contractor shall contact the beneficiary when the medication is back in stock to request permission to fill the order.

C.6.1.18.1. The Contractor shall provide notification to the Government of items currently on backorder per CDRL W012.

SECTION C

STATEMENT OF WORK

~~XXXXXX~~ The Contractor will use best commercial practices to maximize generic substitution, including attempts to convert Dispense as Written (DAW) prescriptions. TMOP prescriptions dispensed shall adhere to the Government's mandatory generic policy.

~~XXXXXX~~ Upon receipt of a DAW prescription for a brand name product for which a generic equivalent is available, the Contractor shall contact the prescriber to change the prescription to a generic equivalent.

C.6.1.20.1. If the prescriber refuses to switch, the Contractor shall process the prescription according to government-approved PA criteria, as described in C.8.

C.6.1.20.2. If the prior authorization is denied, the Contractor shall cancel and/or return the prescription to the beneficiary.

C.6.1.20.3. If the Contractor cannot contact the prescriber, the Contractor shall notify the beneficiary per C.6.1.15.

~~XXXXXX~~ For all denied mail order prescriptions, the Contractor shall provide notification to the beneficiary explaining why the order was denied and detailing the beneficiary's appeal rights.

~~XXXXXX~~ At the direction of the COR, the Contractor may dispense brand in lieu of generic in instances where the brand is the lowest cost available on the medical pricing catalog, provided by the Defense Logistics Agency Troop Support (DLA-TS), for replenishment.

~~XXXXXX~~ The Contractor may offer automatic refills but shall exclude specific agents from this service as determined by the P&T process.

C.6.1.23.1. The automatic refill program shall allow beneficiaries to opt in for agents appropriate for automatic refill.

C.6.1.23.2. The Contractor shall present opt-in and opt-out options in a way that is clear and easy to understand and make their selection on all web-based tools and other beneficiary-facing communications. Confirmation will be sent to the beneficiary upon selection via the beneficiary's preferred electronic means.

C.6.1.23.3. The Contractor shall notify beneficiaries when a prescription is eligible for an automatic refill. The Contractor shall only fill the prescription after (b) (4)

C.6.1.23.4. The Contractor shall not dispense prescriptions exceeding 450 days' supply over the course of any 365 day period unless an override is deemed appropriate per C.8.10. This limitation will not be applied to beneficiaries during the period they are receiving DPP dispensing(s).

C.6.1.23.5. When a prescription expires, the Contractor shall contact the beneficiary to authorize outreach to the prescriber to renew the prescription and get confirmation from the beneficiary to continue enrollment of that prescription into the automatic refill program.

SECTION C

STATEMENT OF WORK

C.6.1.23.6. When a drug is removed from the automatic refill program, the Contractor shall notify the beneficiary per C.9.3.

C.6.1.23.7. The Contractor shall provide reporting in accordance with CDRL M130.

~~C.6.1.23.8.~~ The Contractor shall use clinical best practices to ensure prescriptions are processed to reflect the beneficiaries' most recent therapy. This shall include but not limited to:

- Ensuring prescriptions processed have the most current strength, dosage forms, and directions of use.
- Renewal prescriptions are pended in lieu of rejecting early submissions and beneficiaries are notified by telephone or other electronic means, based on beneficiary preference, of prescriptions received and placed in a pended status, and the anticipated processing date for each.

~~C.6.1.23.9.~~ The Contractor shall report dispensed ingredients that are replenished at the burdened unit price from the medical pricing catalog provided by the DLA-TS. On the TED, this will be populated as the Amount Paid by Government Contactor, per the TSM. Ingredients acquired by Contractor through MPPP should reflect the acquisition cost to the Government. See Section C.6.8.22 for more information.

~~C.6.1.23.10.~~ The Contractor shall accommodate all special requirements in regards to handling, processing or shipping of pharmaceutical agents as recommended by the Food and Drug Administration (FDA) or manufacturer for products dispensed through TMOP.

C.6.2. Mailing Prescriptions

~~C.6.2.1.~~ The Contractor shall mail TMOP prescription orders to only those beneficiaries living in the 50 United States, the District of Columbia, Puerto Rico, U.S. Virgin Islands, Northern Mariana Islands, American Samoa, and Guam, and to beneficiaries with an Army Post Office (APO), Fleet Post Office (FPO), or Diplomatic Post Office (DPO) address.

~~C.6.2.2.~~ The Contractor shall mail TMOP prescriptions to an APO, FPO, and DPO address using, at minimum, a delivery method equivalent to U.S. Priority Mail. All other TMOP prescriptions shall be shipped or mailed postage paid to the beneficiary in a manner which provides, at a minimum, a delivery time equivalent to First Class U.S. Mail.

~~C.6.2.3.~~ The Contractor shall ship TMOP prescriptions at no additional cost to the beneficiary. The Contractor may also offer pick-up at a local location, in accordance with state and federal laws.

~~C.6.2.4.~~ The Contractor shall apply TMOP dispensing rules and copayments, regardless of delivery mechanism.

~~C.6.2.5.~~ Upon request by the beneficiary, the Contractor shall provide next day or other expedited delivery services to beneficiaries with a mailing address within the continental U.S. The beneficiary is responsible for the additional shipping cost at the Contractor's most favorable shipping rate.

SECTION C

STATEMENT OF WORK

XXXXX The Contractor shall have the ability to suspend shipping to specified addresses outside the United States by postal code when directed by the Government.

XXXXX The Contractor shall ship medications care of (c/o) to the beneficiary's health care provider's office, if requested by the beneficiary.

XXXXX When shipping medications, the Contractor shall comply with U.S., U.S. Military, and U.S. Diplomatic Postal Service regulations.

XXXXX The Contractor shall not ship prescriptions to addresses where any prior prescription or correspondence to that beneficiary has been returned undeliverable without first contacting the beneficiary and verifying the address.

XXXXX With each order shipped, the Contractor shall provide information on all options for reordering a medication.

XXXXX The Contractor shall be responsible for all medications dispensed by the Contractor up to the verified point of delivery to the beneficiary or to the alternate delivery location designated by the beneficiary. When using U.S. Mail, the Contractor shall allow 12 days from the original ship date for the beneficiary to receive their order. Beginning 12 days after the ship date, the Contractor shall reship the order within three days of receiving notification from the beneficiary that their order has not been received or was received in unusable condition. A beneficiary shall have up to 45 days from the original ship date to report that an order was not received and request a replacement. This shall be extended to 60 days for prescriptions sent using an APO, FPO, or DPO address. If the Contractor determines the original order was not received or was received in unusable condition, the Contractor shall reimburse the copayment for the original order, or may provide delivery of a replacement order with no additional copayment. Upon receipt of beneficiary notification that the original order was not received, the Contractor shall educate the beneficiary regarding the copayment for any replacement order and the potential for reinstatement of the original copayment should the original order arrive in usable condition. Following shipment of the replacement order, the Contractor shall monitor deliveries of prescription order(s) to determine the status of the original order as well as replacement orders and make outreach to the beneficiary as needed to address the ongoing issue.

XXXXX If it is determined the original prescription order was not received or was received in unusable condition, the Contractor shall not receive an administrative fee, replenishment or reimbursement for the lost or damaged prescriptions. The Contractor will receive an administrative fee, replenishment or reimbursement if the replacement is the result of a circumstance in which the Contractor has limited or no control, such as a drug recall or natural disaster. The Contractor shall report on all replacement shipments requested and fulfilled (CDRL Q041).

C.6.2.12.1. In situations where either a return is received or a request to return a prescription is received due to error(s) not caused by the Contractor or the beneficiary (see C.6.5), the Contractor shall work with the Government to determine appropriate resolution.

XXXXX Order Tracking. The Contractor shall provide an electronic method for beneficiaries to monitor a prescription order from the day an order is received to final delivery. Process should include updates on order receipt, any processing delays, the date of expected delivery, and upon

SECTION C

STATEMENT OF WORK

successful delivery. Additional notification would apply if an order is placed in pended status with a next eligible fill date, the order is eligible for release from pended status and the order is returned or cancelled. Beneficiaries should have an option to configure notifications if desired, based on their communication preferences.

C.6.2.14. [REDACTED] (b) (4)

C.6.2.14.1. [REDACTED] (b) (4)

C.6.2.14.2. [REDACTED] (b) (4)

C.6.2.14.3. [REDACTED] (b) (4)

C.6.3. Mail Order Pharmacy Accounts

C.6.3.1. The Contractor shall support TMOP registration by a variety of means, including but not limited to submissions in writing, via telephone, or via the Contractor's website.

C.6.3.2. For TMOP prescription orders, the Contractor shall allow beneficiaries to provide a credit card for the copayment amount.

C.6.3.3. The Contractor shall establish individual accounts for family members, and shall allow for more than one credit card to be on record for collection purposes.

C.6.3.4. The Contractor shall ensure that if a beneficiary overpays a copayment amount, the beneficiary is notified that the excess has been credited to the beneficiary's account for future prescriptions, or the overpayment is refunded to the beneficiary along with the explanation of the refund, based on the beneficiary's preference.

C.6.3.5. As a result of its own business judgment and at its own risk, the Contractor may choose to extend credit to beneficiaries so that when an insufficient copayment is received, the Contractor may fulfill the prescription order up to the amount of the Contractor-established credit limit and credit aging parameters. As the Contractor is not acting as an agent of the Government in extending credit to beneficiaries, none of the recoupment procedures set forth in this contract or the TRICARE manuals shall be available to the Contractor to collect beneficiary copayments. Likewise, any uncollected debts from beneficiaries resulting from the extension of credit are not reimbursable under this contract. If the Contractor does not extend credit or the beneficiary has exceeded the Contractor's established credit parameters, the Contractor shall return the prescription to the beneficiary and notify the beneficiary of the correct copayment amount required.

SECTION C

STATEMENT OF WORK

C.6.4. Returns

~~C.6.4.1~~ Prior to the start of pharmacy services, the Contractor shall identify its preferred Returns Management Reverse Distributor (Reverse Distributor) to the Government.

~~C.6.4.2~~ The Contractor shall segregate all returned pharmaceuticals from all other pharmaceuticals in its facility.

~~C.6.4.3~~ The Contractor will further distinguish between returns for which replenishment of the pharmaceutical is expected from the National Prime Vendor C.6.8.1, and any returns leading to a replacement furnished by the Contractor.

~~C.6.4.4~~ Any returns leading to a Contractor furnished replacement may be submitted to the Contractor's Reverse Distributor; any credits arising from these returned drugs accrue to the Contractor.

~~C.6.4.5~~ For all pharmaceutical agents returned to the MOP, the TED record will be adjusted or cancelled as necessary to properly reflect co-payment, administrative fee, and replenishment. The TED adjustment/cancellation must maintain an accurate clinical record on the PDW.

~~C.6.4.6~~ The Contractor shall hold all returned pharmaceutical agents for which replenishment is expected for processing by the Government's Reverse Distributor.

~~C.6.4.7~~ The Contractor shall contact the Government's Reverse Distributor no less frequently than quarterly to arrange for a return shipping date. The Contractor will provide the Government's Reverse Distributor access to its facility(ies) for onsite inventory, packaging, and shipment of returns to the Government's Reverse Distributor's central location.

~~C.6.4.8~~ The Contractor shall submit to the COR all receipts provided by the Government's Reverse Distributor upon pick-up. The Contractor is not responsible for the cost of packaging or shipment of returns to the Reverse Distributor.

~~C.6.4.9~~ The Contractor shall work directly with the Reverse Distributor to negotiate any disputes which may arising from the processing of returnable pharmaceuticals and/or the disposal of non-returnable pharmaceuticals owned by the Contractor. In the event, a dispute cannot be resolved, the Contractor may contact the COR or the Contracting Officer for assistance.

~~C.6.4.10~~ Before dispensing any compounded medication through TMOP, the Contractor shall verify that all supplies and ingredients required to prepare the compound are available for replenishment from the National Prime Vendor (NPV), as described in C.6.8. In the event that any required products are not available, the Contractor may return the prescription to the beneficiary.

C.6.5. Error Reporting

~~C.6.5.1~~ The Contractor shall provide a report on all TMOP defects and errors (CDRL Q042). For purposes of this report, the Government defines a medical error according to the National Coordinating Council for Medication Error Reporting & Prevention (NCC-MERP): "Any preventable event that may cause or lead to inappropriate medication use or patient harm while the

SECTION C

STATEMENT OF WORK

medication is in the control of the health care professional, patient or consumer.” Examples include, but are not limited to:

- Lost or damaged prescriptions reported upon receipt, resulting in delay in processing and/or increased difficulty in transcription;
- Prescriptions entered into the incorrect patient’s profile, transcribing the wrong drug or dose, or directions (sig), into the patient’s profiles;
- Failing to correctly enter all elements of a prescription, e.g., refills, such that the patient may not correctly receive the correct duration of therapy; or events that may trigger an allergy or drug-drug interaction, dosed incorrectly, wrong quantity transcribed, etc.; or
- Incorrect quantity dispensed, broken medications, label, bottle or packing defects, improper storage or shipping.

All such events which are identified and corrected prior to leaving TMOP are considered defects

C.6.6. Expanded Use of MTF and TMOP

~~XXXX~~ The Contractor shall apply the requirements of the Expanded Use of MTF and TMOP (NDAA Fiscal Year 2015, Section 702), in accordance with TPM, Chapter 8, Section 9.1, The Contractor shall report monthly results using the Expanded Use of MTF and TMOP Summary Report (CDRL M120).

~~XXXX~~ The Contractor shall monitor and apply any changes to the list of select medications for Expanded Use of MTF and TMOP posted in accordance with TPM Chapter 8, Section 9.1.

~~XXXX~~ The Contractor shall approve overrides to the Expanded Use of MTF and TMOP, which may be authorized for the situations listed below. The Contractor shall apply the waiver in the patient profile which will allow a universal override for future retail dispensing in accordance with TPM Chapter 8, Section 9.1.

~~XXXX~~ The Contractor shall implement a waiver process based on personal need, hardship, emergency, or other special circumstances that requires use of a retail pharmacy, per TPM Chapter 8, Section 9.1 and criteria established by the DoD P&T Committee (February 2015). The determination shall be made using Contractor-developed, Government-reviewed criteria. Criteria shall include the follow circumstances:

- A beneficiary exhibits personal need, hardship or an emergency.
- A beneficiary residing in a nursing home or other long term care facility. Communication with the beneficiary, a relative or a caregiver, is sufficient to establish residency in a nursing home. The Contractor will allow caregivers to establish residency for multiple beneficiaries at the same time.
- Barriers exist preventing a beneficiary from receiving medications by mail (e.g., no permanent mailing address, resides in rural setting)

SECTION C

STATEMENT OF WORK

- The dosing is not stable or the medication requires titration to achieve therapeutic effectiveness or safety.
- Waiver is approved by the COR for any other special circumstances.

C.6.6.8 The Contractor shall provide a dedicated toll-free number to assist beneficiaries in transferring their prescriptions from retail pharmacies to TMOP or an MTF, based on the beneficiary's directions.

C.6.6.9 When the Contractor processes a retail network pharmacy claim for a beneficiary subject to Expanded Use of MTF and TMOP, the Contractor will communicate information regarding the options available to the beneficiary.

C.6.6.10 The Contractor shall contact the beneficiary by letter or electronic means, based on the beneficiary's preference, by the end of the following week after each of the two potential 30-day courtesy fills. The communication shall remind the beneficiary of their options for obtaining future fills (at MTF, TMOP or pay the full cost of the medication at a retail network pharmacy), and provide contact information for the Contractor's call center.

C.6.6.11 The Contractor shall provide notification explaining the beneficiary's options in the following situations:

C.6.6.8.1. The beneficiary has paid the full cost for their prescription of select maintenance medication at a retail network pharmacy.

C.6.6.8.2. The beneficiary received a rejection for their medication at a retail pharmacy and did not subsequently contact the Contractor to obtain their prescription order through TMOP.

C.6.6.12 After the two 30-day courtesy fills, the Contractor shall require beneficiaries to pay the full cost of prescriptions for select maintenance medications when dispensed at a retail network pharmacy unless the beneficiary meets requirements for waiver or override. When a beneficiary opts to pay full price for a select medication at a retail network pharmacy, it is considered a non-covered service. A record of the dispensing shall be posted to the patient's profile. The Contractor will not reimburse paper claims submitted by beneficiaries who paid the full cost of a select medication, unless otherwise authorized by the COR subsequent to a review.

C.6.6.13 The Contractor shall not reject prescriptions filled at VA pharmacies under this program.

C.6.7. Deployment Prescription Program

C.6.7.1 The Contractor shall manage all aspects of the TMOP registration and prescription process for deploying beneficiaries and for beneficiaries at in-theater locations.

C.6.7.2 The Contractor shall provide comprehensive reporting, allowing the Government to monitor the program (CDRL M100). Deployment prescriptions include all prescriptions for TRICARE-eligible beneficiaries deployed in a theater of operation.

SECTION C

STATEMENT OF WORK

C.6.2.13. For beneficiaries deployed in theaters of operation, the Contractor shall provide an electronic method for beneficiaries to monitor a prescription order per C.6.2.13.

C.6.2.14. For beneficiaries deployed in theaters of operation, the Contractor shall provide prescription status notifications by electronic means or by telephone, based on the beneficiary's preference, including but not limited to prescriptions received, placed in pended status, next eligible fill date, eligible for release from pended status, prescription order shipment, as well as any prescription delays, returns or cancellations.

C.6.2.15. The Contractor shall receive DPP prescriptions via standard mail and via electronic methods (such as fax, secure server, or e-prescribing system) from any Pre-Deployment or Out-Processing Center, hereafter referred to as the "Center(s)." DPP prescriptions will also be received using these same channels from within theater.

C.6.7.11. Upon receipt of a DPP prescription, the Contractor shall verify, adjudicate, and process the prescription in accordance with the procedures outlined in C.6.7.11. DPP prescriptions may have additional restrictions (e.g., psychotropic policy, non-deployable medications, etc.), as stipulated at the Government's Deployment Prescription Program page (Attachment J-3, Line 2). Specific restrictions may vary depending on which command (e.g., CENTCOM, SOUTHCOM, PACOM, etc.) the deployment falls under.

C.6.7.12. The Contractor shall develop and maintain a prescription form to be used solely for the Deployed Prescription Program, based on a template furnished by the Government. The Contractor's initial DPP prescription form, as well as any subsequent updates or modifications, must receive Government approval prior to dissemination and utilization. The Contractor's DPP prescription form must be able to be printed and completed by hand, as well as completed electronically and digitally signed.

C.6.7.13. To support DPP prescriptions, the Contractor shall establish communications with and maintain channels of communication for all Centers and regional theater pharmacists.

C.6.7.14. The Contractor shall educate the Centers and theater personnel on the most common causes for delays in prescription processing and returned prescriptions, and shall actively work with the Centers and theater personnel to maximize the volume of prescriptions received and dispensed that do not require intervention or clarification.

C.6.7.15. The Contractor will provide a dedicated team to interface with deployment centers and theater personnel, and establish channels of communication to align processes to submit/process prescriptions.

C.6.7.16. Upon receipt of a DPP prescription, the Contractor shall perform the following verification steps:

C.6.7.11.1. The Contractor shall perform a DEERS eligibility query. If a DEERS query shows the beneficiary as ineligible for MOP, the Contractor shall notify the beneficiary with explanation, and provide guidance so the beneficiary may take the appropriate steps needed to show eligibility. Activated National Guard and Reserve service members may need to submit orders to DEERS to update their active duty status.

SECTION C

STATEMENT OF WORK

C.6.7.11.2. The Contractor shall verify that registration is complete and legible. The Contractor shall return the prescription form to the Centers for correction as necessary. For theater prescriptions, the Contractor shall contact the beneficiary, or the provider if unable to contact beneficiary, to verify registration information.

C.6.7.11.3. The Contractor shall enter all beneficiary registration and prescription information into Contractor's system and verify that the information provided is complete and correct. If clinical issues are identified with prescription information, the Contractor shall coordinate with the Center or theater prescriber as appropriate, to resolve issues.

C.6.7.11.4. The Contractor shall verify that all prescriber identifiers are received and valid.

C.6.7.11.5. The Contractor shall screen prescriptions to be pended for completeness and perform ProDUR prior to pending. Rejections and clinical warnings that would prevent the prescription from processing when it is released from pended status should be resolved with the Center or theater prescriber and corrected in the system prior to pending the prescription. This screening is in addition to the full adjudication process that occurs prior to dispensing, when the prescription is released from pended status by the beneficiary.

C.6.7.12. The Contractor shall notify the beneficiary via electronic means or telephone, based on the beneficiary's preference, when a pended prescription is eligible to be filled.

C.6.7.13. The Contractor shall dispense prescriptions following the standard mail order pharmacy adjudication process. For all DPP prescriptions, the appropriate overrides will be entered by the Contractor to allow the prescription to fill. These overrides may include the following:

- Max days' supply limit (up to 180 days' supply)
- Refill too soon
- MN
- PA required
- Excluded Drug
- QL
- Maximum Cost

C.6.7.13.1. Where clarification is required to process the prescription, the Contractor shall contact the prescriber (if originating from theater) or Center (if originating from Pre-Deployment Center) within one (1) business day to verify the prescription, and to notify the beneficiary of the issue.

C.6.7.14.1. The Contractor shall make a second attempt at seven calendar days after initial outreach if no response has been received. The Contractor shall allow up to 14 calendar days for a response.

C.6.7.14.2. For prescriptions originating in-theater, the Contractor will utilize the regional point of contacts (POCs) to assist in resolution. After attempting appropriate follow-up, the Contractor shall return and/or cancel any prescriptions that cannot be processed to the appropriate POC and notify the beneficiary and the prescriber.

SECTION C

STATEMENT OF WORK

C.6.7.14.3. When a delay is expected, the prescription cannot be processed, and upon successfully processing and/or shipping, the Contractor shall notify the beneficiary via electronic means or by phone based on the beneficiary's preference, within one (1) business day.

C.6.8. Pharmaceutical Agents and Supplies

~~C.6.8.~~ The Contractor shall provide inventory of pharmaceutical agents and supplies, hereafter referred to collectively as “agents,” for TMOP dispensing to TRICARE beneficiaries. The Government shall replenish that inventory as set forth below.

C.6.8.1.1. The Contractor shall use the NPV as the primary source for replenishing pharmaceutical agents and supplies unless the Government approves dispensing of specific pharmaceutical agents from commercial sources under the MPPP (see C.6.8.22).

~~C.6.8.1.~~ In order for the Government to replenish agents dispensed to TRICARE beneficiaries, the Contractor shall request replenishment for the same agents (drug, strength, and form) as dispensed.

~~C.6.8.1.1.~~ The Contractor shall request replenishment by using the medical pricing catalog to obtain agents from the Government's contracted NPV.

~~C.6.8.1.1.1.~~ To optimize replenishment, the Contractor shall provide written notification to the COR when the NPV is not able to resolve situations which may impede the replenishment process. This notification will occur via CDRL D010 and will identify each situation, including the specific agent and NDC, number of prescriptions impacted, reasons for the issue (if known), and any steps taken to locate additional sources of supply, and also provide recommendations as appropriate.

~~C.6.8.1.1.1.1.~~ The Government compiles the pricing file from Federal Supply Schedules (FSS), Distribution and Pricing Agreements (DAPA), joint DoD/DVA national contracts, DoD contracts, and Blanket Purchase Agreements (BPA). This is currently compiled by the DLA-TS. The Contractor shall use the medical pricing file to identify, select, and price orders from the NPV for agents in package sizes that are most economical to the Government and can support utilization levels for agents which are replenished. If the Contractor is using the NPVs online ordering system, the contractor is required to select the most economical contracted agent available in the online ordering system. Orders shall be rounded down to the nearest whole package size of product needed to replenish agents dispensed. The agents will be shipped by the NPV to the Contractor's TMOP location(s) and specialty pharmacy location(s). In limited cases when required by the NPV or manufacturer, the Contractor may receive orders that are drop shipped directly from the manufacturer to the aforementioned locations.

C.6.8.5.1. The Contractor shall submit electronic orders to the NPV 24 hour, 7 days a week. Routine manual order shall be submitted Monday through Friday (normal business days) between the hours of 8:00 a.m. and 5:00 p.m. Orders must be received prior to 5:00 p.m. local distribution center time to be considered for next business day delivery. Orders received after 5:00 p.m. will be shipped two business days after the date of the order.

C.6.8.5.2. The contractor shall be limited to two emergency shipments per month for each of the TPharm ordering facilities at no additional transportation/handling charges to the ordering facility.

SECTION C STATEMENT OF WORK

Any additional emergency shipments requested by the ordering facility shall be at the expense of the ordering facility which shall include all applicable transportation and handling costs.

C.6.8.6. The Contractor shall not deviate from the procedures described above when ordering products from the NPV without prior written authorization from the COR. Requests to do so shall include the 11-digit NDC number, nomenclature of the product(s), package size, anticipated purchase quantity, unit cost per package, and anticipated total cost of the order for both the requested product and the product it will replace.

C.6.8.7. The Contractor shall track and report volume of dispensed agents and the replenishment agents ordered and received from the NPV. The Contractor shall also track and report the volume of agents dispensed from approved MPPP (see C.6.8.22) recommendations and provide auditable reconciliation reporting by 11-digit NDC number (CDRLs M110, M111 and M140). The elements required for auditing will be specified by the Government. In the event that a dispensed NDC is not available for replenishment from the NPV, the Contractor will request replenishment with a therapeutically equivalent substitute product with the same drug, dose, and dosage form. In cases where therapeutic equivalent agents are used to replenish dispensed agents, the Contractor will maintain records which permit the therapeutic equivalent agents to be tracked by quantity and cost back to the original agents in the Contractor's inventory. The quantities ordered from the NPV for replenishment shall not exceed the quantities dispensed. The Contractor shall reconcile any latent replenishment owed, no more than 90 days after conclusion of each option period. If the quantity owed cannot be depleted within this timeframe, the Contractor shall notify the Contracting Officer or COR, to request an extension and provide a plan to reconcile within reasonable amount of time.

C.6.8.8. The Contractor will provide written notification to the Government within (b) (4) days if availability issues result in prescriptions being returned to the beneficiary.

C.6.8.9. The Contractor shall coordinate with the NPV and the DLA-TS as necessary to accomplish the replenishment of pharmaceutical agents. The operational processes for this coordination are between the Contractor and the NPV, but shall be consistent with NPV requirements established in the DLA-TS/NPV contract SPE2DX-20-R-0001, or successor contracts.

C.6.8.9.1. The maximum number of discrete contractor facilities at which the NPV can support replenishment is 12.

C.6.8.10. The Contractor shall work collaboratively with the NPV to achieve efficiencies with regards to communications, ordering and delivery practices, usage forecasting and necessary reporting to facilitate replenishment. (b) (4)

C.6.8.11. The Contractor shall provide usage data to the NPV for prescriptions dispensed by TMOP and specialty pharmacies in the network. The data should allow the NPV to accurately forecast the quantities necessary to meet current usage demands. The Contractor shall notify the NPV at least 14 days prior to any situations which may impact usage demands (e.g., the movement of prescription volume between dispensing facilities, benefit design changes or any other situations that may

SECTION C STATEMENT OF WORK

impact usage demands) to ensure the NPV is able to support such changes. (b) (4)

C.6.8.11.1. For newly marketed items of supply, the Contractor shall notify the NPV at least 30 days before changes in its usage patterns. Newly marketed items of supply are items approved by the FDA within the past six months.

C.6.8.11.2. The Contractor shall notify the NPV if any item is being removed from their usage data. The data will be removed by the NPV effective the last day of that calendar month.

C.6.8.12. The Contractor shall participate in a process to expend any credits that have accumulated with the NPV as a result of returns, pricing errors, and other adjustments. In the event of an unusually large credit, the Government may initiate an out-of-cycle request to perform the process.

C.6.8.13. As provided herein, the Contractor shall primarily dispense agents which are replenishable by the NPV. The Contractor understands that dispensed agents unreplenishable from the NPV are the responsibility of the Contractor. When an agent that is normally available from the NPV becomes unavailable, the Contractor will utilize its inventory to fill prescription orders, until NPV replenishment occurs, or a MPPP recommendation if approved by the Government under C.6.8.22.

C.6.8.14. A dispensed pharmaceutical agent that has not been replenished is deemed unreplenishable (subject to be confirmation of individual agents by the Government) in the following cases:

- If the agent is a discontinued brand product which cannot be replenished. This does not include cases in which a branded NDC has changed and an equivalent product, referenced by NDC, is available.
- If the agent is a discontinued generic product, for which a therapeutic equivalent generic product cannot be replenished.
- Where the Government has directed a change from a brand product to a generic equivalent associated with a market shift to the generic product.
- Specific medications, defined by the Government, which have limited or no commercial use but are necessary to support troop readiness or operational contingency requirements.
- Specific situations in which the Contracting Officer or the COR determine that replenishment is not appropriate.

C.6.8.15. Annual Rebaseline. Prior to the start of pharmacy services and by a date mutually agreed upon after award, and during each successive exercised option period within 60 days of CO notification, the Contractor shall submit a baseline listing of multi-source generic or branded products by 11-digit NDC for approval by the CO or COR (CDRL W010). Each baseline listing will identify the therapeutically equivalent NDC that is the most economical to the Government and will be dispensed for each product whenever substitution is permitted by the prescriber.

SECTION C

STATEMENT OF WORK

C.6.8.2.1 Continuous Monitoring. Following the start of option period 1, the Contractor shall continuously monitor availability and pricing of all replenished products and provide weekly recommendations to the Government for the most cost-effective agents to be dispensed (CDRL W010). The Contractor shall identify the recommended change by 11-digit NDC for the Government's approval and the anticipated annual savings to the Government based on current utilization trends. The Contractor shall exclude those products acquired under a commercial market recommendation approved by the Government per C.6.8.22.1, during the period in which the Contractor is dispensing the commercial products.

C.6.8.2.2 Authorization for NDC change requests for agents replenished must be obtained from the CO or COR in writing (CDRL D010). The Government may direct the Contractor to make additional changes due to: 1) significant changes in drug prices, 2) the Government's award of a pharmaceutical procurement contract, or 3) other circumstances that necessitate a change. In the event, an NDC change takes longer than 30 calendar days to complete, the Contractor shall notify the Government per C.6.8.18

C.6.8.2.3 The Contractor shall complete each NDC change no later than 30 calendar days after being notified by the Government. The Contractor shall submit a written request for extension to the COR within 10 days of receiving initial notification if the NDC change is expected to take longer than 30 calendar days. The request shall state the date the NDC change will be made and include the rationale for the extension.

C.6.8.2.4 In situations where NPV has supplies of government-specific inventory, the Contractor shall work with the NPV to deplete existing supplies prior to implementing an NDC change or dispensing the commercially-acquired pharmaceutical agents. The Contractor shall notify the Government if it anticipates it will be unable to deplete this inventory.

C.6.8.2.5 Receipt of Goods. The Contractor's facility(ies) ordering replenishment (hereby within referred to as ordering facility) shall have 48 hours after inventory is delivered by the NPV to acknowledge receipt for orders via an EDI 527 transaction (C.6.8.9). If the receipt of an order is not acknowledged within 48 hours after delivery, the ordering facility's ability to report discrepancies will be waived and all items in the order shall be considered received in full.

C.6.8.2.6 Discrepant Orders. The ordering facility(s) shall report all discrepancies relating to an order delivered by the NPV within 48 hours after delivery. Discrepancies include but are not limited to the following conditions:

- Products were shipped in error.
- Overages or short ships.
- Products with concealed damages or damaged in shipment.
- Products that did not meet the expiration/shelf life dating requirements of the NPV contract, unless otherwise authorized by the ordering facility or the DLA Troop Support NPV Contracting Officer.
- Products that were recalled, regardless of level of recall, except when the manufacturer's policy states otherwise, in which case the manufacturer's disposition instructions shall be followed.
- Other conditions consistent with the PPV's normal return policy.

SECTION C STATEMENT OF WORK

C.6.8.21.1. The ordering facility(s) shall report all discrepancies to the NPV customer service center within 48 hours after receiving an order (CDRL R010) and shall include the DLA Troop Support Discrepancy Mailbox (See Attachment J-3, Line 15) on any communication to the NPV regarding discrepancies. Any discrepancies reported after 48 hours may be rejected by the NPV. In limited instances, a discrepancy may require additional research to reach a final conclusion which shall have a mutually agreed upon date between the NPV and the ordering facility. Notification of these instances and the agreed upon resolution date shall be reported to the NPV, DLA and DHA as soon as they are identified.

C.6.8.21.2. If an ordering facility receives an overage, or agent is received after the NPV cancelled the item on the order confirmation, the ordering facility shall notify the NPV and obtain disposition for the items. The NPV is to either provide a return authorization number and arrange for pickup or inform the ordering facility of other actions. The ordering facility is not authorized to keep the overage or cancelled agent. Discrepant goods will be held by the ordering facility's receiving point subject to NPV's disposition instructions.

C.6.8.21.3. The Contractor shall submit all discrepancies regarding cold chain products directly to DLA Troop Support Cold Chain Management, where it will be evaluated for product quality. When valid discrepancies are identified, DLA Troop Support Cold Chain Management will notify the NPV of the specific error and indicate when receipt for goods should not be posted by the Contractor or if a credit must be given.

~~C.6.8.22~~ Market Priced Pharmaceutical Program (MPPP)

C.6.8.22.1. The Contractor may recommend to the Government sustainment offers of Trade Agreement Act (TAA) compliant agent(s) to dispense at TMOP or specialty pharmacy(ies) where supply sources are not stable or are unavailable through the NPV(s). Such offers may address situations when the only alternative agents available from the NPV(s) are branded agents, or agents otherwise treated as brand, which are more costly to the Government compared to generic agents available in the commercial market. The Government may impose additional restrictions such as minimum order thresholds.

C.6.8.22.2. The Generic Sequence Number (GSN) shall be the means of identifying the recommended drug family.

C.6.8.22.3. The Contractor's MPPP recommendation shall provide the following:

- The specific medical pricing catalog NDC and price for which a therapeutically equivalent agent is being offered.
- Evidence of market conditions which support the Contractor's recommendation based on the Government's usage demands at the time of evaluation.
- An attestation that the product is therapeutically equivalent to the comparable agent listed on the medical pricing catalog.
- An attestation that the drug is TAA compliant.

SECTION C

STATEMENT OF WORK

- The unit price and quantity available from the recommended commercial source.
- The proposed total cost to include drug, administrative fee, and estimated incentive.
- The expected allocation of drug, utilization between DoD and Dual-Eligible Beneficiaries.
- Cost savings of the combined drug and administrative fee when compared to the listed price on the MMC.
- The expiration date of the offer, as well as the estimated time period during which the product shall be dispensed based on current usage demands.

C.6.8.22.4. The Contractor shall advise DLA concurrently of offers they submit to the DHA Contracting Officer. The information provided to DLA shall include the NDC but shall exclude contractor pricing information.

C.6.8.22.5. If the Contractor's MPPP recommendation is approved by the Government, a provisional approval will be communicated to the Contractor, who will then communicate the specific NDC to be purchased to the Government. The Government will then use the NDC to make an independent determination of therapeutic equivalence and TAA compliance.

C.6.8.22.6. Upon the Government's confirmation of the Contractor's attestations, the parties will execute a modification identifying the pharmaceutical agent, unit price, and quantity at which the Contractor is authorized to purchase and dispense the specified agents (M140) in lieu of ordering replenishment. The Contractor will be paid an administrative fee for each recommendation which is accepted by the Government and implemented and may request reimbursement for the cost of pharmaceutical agents (described herein) dispensed by invoicing the as described in Section G.

C.6.8.22.7. If the NPV has excess quantities of government-specific inventory on hand (for the purpose of replenishment), the Contractor shall coordinate with the NPV to deplete these supplies per C.6.8.19 prior to dispensing the commercially-acquired pharmaceutical agents through the MPPP. Once the Contractor begins to dispense commercially-acquired product, all such product shall be dispensed before the resumption of dispensing product for replenishment. The Contractor shall notify the NPV, to ensure product is available to support the Government usage demands, prior to when it has completed the dispensing MPPP-acquired pharmaceutical agents and allowing for seamless transition back to use of Government replenished inventory.

C.6.8.22.8. At the request of the Government, the Contractor may submit MPPP offers to meet the requirements of MTF pharmacies. Any additional terms and conditions needed to facilitate this support may be negotiated as needed.

C.7. Formulary and Benefit Design

C.7.1. DoD Uniform Formulary

~~C.7.1.1.~~ The Contractor shall comply with the provisions of the DoD Uniform Formulary and its copayment structure. Uniform Formulary changes are generally announced quarterly. Additional

SECTION C

STATEMENT OF WORK

information may be found at in the DoD P&T Committee Minutes (Attachment J-3, Line 1) and on the TRICARE website (Attachment J-3, Line 14).

C.7.1.2 The Contractor shall participate in the formulary review process as a voting member of the Beneficiary Advisory Panel (BAP). Further information is available at the BAP website (Attachment J-3, Line 5).

C.7.1.3 When the P&T process makes changes to the formulary, such as the approval of new or revised clinical restrictions, prior authorization, medical necessity, or alters clinical and/or safety criteria, the Contractor shall accurately adopt those changes according the specified implementation date. The Contractor shall continually monitor and implement published uniform formulary changes (see Attachment J-3, Line 1).

C.7.1.4 The Contractor shall participate in person at quarterly meetings with the Government to align on implementation of benefit design changes.

C.7.1.5 Copayments based on formulary status, point of service, and beneficiary category shall be charged to beneficiaries in accordance with the TRM, Chapter 2, Addendum B.

C.7.1.6 The Contractor shall provide a report (CDRL M200) documenting the implementation of benefit design changes and the identification and correction of inaccuracies.

C.7.2. Contractor Formulary Support

C.7.2.1 The Contractor shall augment and support DHA's efforts in developing methodologies for benefit design analysis and drug class reviews utilizing clinically appropriate best practices. Recommendations will be advisory, evidence-based and clinical in nature, and include documentation and supporting materials to inform the DHA decision-making process. The scope of the recommendations shall include outpatient formulary (UF/BCF/ECF) drug/drug class reviews to include recommendations for formulary status (e.g., UF, NF, step preferred, non-preferred, not covered), prior authorization and medical necessity criteria, quantity limits, ingredients for compounds, medications appropriate for the specialty program, and inpatient drug formulary recommendations to support DHA efforts to standardize MTF inpatient and clinic administered drug utilization and dispensing. Formulary recommendations must be in compliance with 32 CFR 199.21, align with DoD benefit design rules, evolve with Congressionally mandated changes and DHA program needs, and meet cost-effectiveness objectives of the DHA while preserving access and readiness.

C.7.2.2 The Contractor shall monitor and provide timely notification to the Government of new agents that are scheduled to come to market which would generally be covered. The Contractor shall facilitate in identifying these agents as an innovator or a line extension and provide commercial formulary management strategies as available. In addition, the Contractor shall provide approval pathways (e.g., NDA, ANDA and BLA) and identify if new agents are authorized generics and biosimilar products all in effort to support formulary decision making.

C.7.2.3 The Contractor shall provide market drug trend reports and pipeline analysis no less than quarterly (Q170).

SECTION C STATEMENT OF WORK

C.7.2.4. (b) (4)

C.7.3. Benefit Design

~~C.7.3.1.~~ The Contractor shall ensure all changes to the benefit design are accurately implemented and maintained in accordance with the Government's intent. The Contractor shall obtain clarification if the Government intent is unclear prior to assigning benefit design changes (e.g. formulary status, copay structure, PA/MN criteria, etc.)

~~C.7.3.2.~~ Use of Generics

C.7.3.2.1. The Contractor shall adjudicate prescriptions in accordance with the TRICARE pharmacy program's mandatory generic substitution policy under 32 CFR 199.21. The Contractor shall accept certain Dispense as Written (DAW) codes in limited situations as directed by the Government.

C.7.3.2.2. The Government may designate a special status to specific medications. When directed by the Government, the Contractor shall regard designated brand medications as generics and designated generics as brand, applying the appropriate formulary status and copay. The P&T Committee decisions will govern the formulary status of a particular medication. This status may be designated for a specific point of service. The Contractor shall notify the Government when a brand / generic designation is changed (e.g Authorized Generic) as a commercial practice.

C.7.4. Vaccines

~~C.7.4.1.~~ TRICARE authorized vaccines may be administered by retail network pharmacies in accordance with the Centers for Disease Control (CDC) immunization protocols (see Attachment J-3, Line 6), and are covered under the TRICARE Pharmacy Benefit in accordance with TPM Chapter 7, Section 2.2. The Contractor shall maintain a list of covered vaccines and adhere to any future change to CDC immunization protocols. The Contractor shall update vaccine availability immediately upon the new vaccine effective date, in accordance with TPM Chapter 7, Section 2.2. The Contractor shall making a list of covered vaccines publicly available for TRICARE beneficiaries.

~~C.7.4.2.~~ The Contractor shall ensure that retail pharmacies adjudicate vaccine claims utilizing the most current vaccine NDC(s) available for those vaccines that are reformulated frequently (e.g. influenza vaccine). Prior vaccine NDC(s) should not adjudicate.

C.7.5. Infused and Injectable Medications. The Contractor shall process claims for infused and injectable pharmaceutical agents in accordance with the TPM, Chapter 8, Section 9.1 and Section 20.1.

C.7.6. Non-Covered Items. The Contractor shall deny requests for pharmaceutical agents and supplies not covered under the pharmacy benefit in accordance with DoD P&T policy. Appeals of

SECTION C STATEMENT OF WORK

denied claims submitted by the beneficiary will be reviewed under the appeals process, set forth in TOM, Chapter 12.

C.7.7. Compound Prescription Program. The Contractor shall manage a compound prescription program. The program shall, at a minimum:

- Align with industry best practices
- (b) (4)
- Ensure evidence-based safety, clinical effectiveness and cost effectiveness
- Monitor and advise on opportunities to control compound spending and average cost per prescription
- Perform continuous surveillance to ensure appropriate compound billing practices
- Apply to compound prescription claims from MTFs processed under the MHS GENESIS

C.7.7.1. The Contractor shall provide a monthly report per CDRL M210.

C.7.8. Safety and Enhanced Care Services. The Contractor shall provide services to manage appropriate use of medications and treatment regimens for non-specialty medications to achieve measurable outcomes and cost controls. Management strategies shall engage beneficiaries, prescribers and/or pharmacies and incorporate evolving industry best practices or commercial standards. Outcomes shall include but are not limited to:

- Prevent adverse drug events
- Increased use of preferred formulary agents
- Maximizing generic utilization
- Improved adherence
- Improved understanding of the DoD Benefit Design by beneficiaries, prescribers and/or pharmacies
- (b) (4)

C.7.8.1. The Contractor shall monitor for potential non-adherence that might result from designated DoD benefit design edits (i.e., Prior Authorization, step therapy and non-covered), leading to prescription claim rejections or barriers that might prevent access to certain pharmaceuticals. The contractor shall conduct interventions to maximize continuity of care. This is independent of standard DUR safety edits, and will only be implemented for Government designated drugs and DoD benefit design edits and shall be suppressed for MTF upon request by the Government.

C.7.8.2. The Contractor shall maximize appropriate treatment regimens utilizing formulary preferred agents based on widely accepted evidence based treatment guidelines, or commonly accepted medication-related performance measures from nationally recognized certifying bodies such as CMS, PQA, and NCQA.

C.7.8.3. The Contractor shall support the use of electronic tools described in C.11.15 to facilitate the efforts described in this section.

SECTION C

STATEMENT OF WORK

8.8.1.1 The Contractor shall provide a report, submitted no less than quarterly, including the following (CDRL Q070):

- **Actions taken to support continuity of care;**
- **Enhanced care outcomes; and**
- **Cost savings/avoidance.**

C.8. Clinical Reviews and Overrides

C.8.1. The Contractor shall perform clinical reviews for pharmaceuticals designated by the P&T as requiring PA and/or MN, and based upon P&T established criteria and/or Government direction. The P&T Committee will provide PA and/or MN criteria for these pharmaceuticals.

C.8.2. The Contractor shall apply Government-approved criteria and utilize commercial best practices for conducting all clinical reviews to achieve the TRICARE Pharmacy Program objective of reduce costs to the Government by maximizing the use of preferred drugs and minimizing the use of non-preferred or non-formulary drugs.

C.8.3. When P&T designates new pharmaceuticals as requiring a PA or MN, the Contractor shall adopt those changes according the specified implementation date.

C.8.4. The Contractor shall maintain clinical review criteria by making appropriate recommendations for changes to the criteria if new clinical information becomes available after the implementation period.

C.8.5. The Contractor shall have a process for validating new clinical review requirements to ensure that claims adjudicate as intended by the Government.

C.8.6. The Contractor shall recognize PA/MNs across all points of service unless otherwise directed by the Government.

C.8.7. Clinical Review Processes

8.8.7.1 The Contractor shall not perform a clinical review if the required PA or MN is active on system-wide profile, except as described in C.8.10.2.

8.8.7.2 If the required PA or MN is not on file, the Contractor shall perform the relevant determination and transmit the approval or denial to the PDW.

8.8.7.3 The Contractor shall submit TED records in accordance with the TSM for all approved or denied clinical reviews performed, including those performed electronically per C.11.15.9.

C.8.7.3.1. If additional information is received for a denied PA or MN within 30 calendar days of the initial denial, the reconsideration shall be part of the initial review. The Contractor shall not revise the previously submitted TED or generate a new TED for the revised PA or MN.

SECTION C

STATEMENT OF WORK

~~C.8.7.9~~ The Contractor shall allow an MTF pharmacist to report completed clinical reviews and shall document such reviews on the Contractor's system. These PAs shall be immediately available for claims processing.

~~C.8.7.10~~ An MTF prescriber the prescriber's representative, or a pharmacist may also utilize the Contractor's call center or web tools to request a clinical review, which shall be conducted per the requirements under C.8.10.2.

~~C.8.7.11~~ In cases where the clinical review was conducted by the MTF and placed on the profile by the Contractor (per C.8.7.4 above), the Contractor shall not submit a TED record.

~~C.8.7.12~~ The Contractor shall notify the beneficiary and the prescriber of the clinical review decision, except in cases where the review was performed by an MTF under C.8.7.4.

~~C.8.7.13~~ For denied clinical review determinations, the Contractor shall notify the beneficiary in writing and advise them of their appeal rights. The initial notification shall contain sufficient information to enable the beneficiary or prescriber to understand the basis for the denial and shall state with specificity what services and supplies are being denied and for what reason (i.e., listing specific PA or MN criteria not met).

~~C.8.7.14~~ The Contractor shall utilize commercial best practices for communicating these denials to minimize beneficiary confusion.

~~C.8.7.15~~ An appeal of the Contractor's initial determination and any further appeals shall be processed in accordance with the TOM, Chapter 12.

~~C.8.7.16~~ When appropriate to align with commercial best practices and DoD benefit design rules, the Contractor will propose proven commercial strategies for clinical reviews and shall provide recommendations to improve DHA supplied clinical review criteria.

C.8.7.11.1. (b) (4)

~~C.8.7.17~~ The Contractor shall perform PA determinations regarding off-label use of pharmaceuticals in accordance with the TPM, Chapter 8, Section 9.1.

~~C.8.7.18~~ The Contractor shall have the ability within its system to identify all beneficiaries with an existing PA or MN for specific medications, at the request of the Government.

~~C.8.7.19~~ The Contractor shall have the ability to apply, shorten, extend, or remove a specific PA or MN for any identified patient or group of patients. The Contractor shall execute this process within 30 days of receiving a request from the Government.

~~C.8.7.20~~ The Contractor shall process clinical review requests and provide notification to the beneficiary and the prescriber in a manner that meets the minimum processing standards below.

C.8.7.15.1. (b) (4) of all clinical reviews shall be completed and notification sent within (b) (4) days of receipt of a properly completed request, measured monthly.

SECTION C

STATEMENT OF WORK

C.8.7.15.2. 100% of all clinical reviews shall be completed and notification sent within 10 days of receipt of a properly completed request, measured monthly.

~~XXXX~~ The Contractor shall provide reporting on clinical review volumes and processing times (CDRL Q010). Electronic Prior Authorizations (ePA) (see C.11.15.9) shall be tracked and reported separately from non-electronic reviews. Appeals data will also be tracked and reported separately.

~~XXXX~~ At the Government's request, the Contractor shall provide ad hoc reporting to retrieve PA and MN data extracts by drug or drug class with sufficient detail to determine specific outcomes (approval or denial) for each PA transaction. The report shall detail decision pathways and specific criteria which lead to approvals and denials. The report shall provide percent approved or denied via a given pathway over a specified time period. All data extracts must be in CSV or Microsoft Excel® format.

C.8.8. Availability of Medications Non-Compliant with Federal Ceiling Price

~~XXXX~~ The Contractor shall limit retail network claims for covered drugs based on written pricing agreement requirements at 32 C.F.R. 199.21(q) (2). The P&T process will determine when covered drugs are unavailable through the retail network under this regulation and determine the criteria for preauthorization. These items and their respective implementation dates are published on the DoD P&T Committee website (Attachment J-3, Line 1).

~~XXXX~~ Beginning on the published implementation date, access to these medications in the retail pharmacy network shall be restricted in accordance with TPM, Chapter 8, Section 9.1. The Contractor shall block all dispensing of the selected drug in the retail network, except when a preauthorization has been approved.

~~XXXX~~ As the Government restricts access to a non-compliant covered drug, the Contractor shall notify beneficiaries with active prescriptions, describing the new restriction and providing information on how to change the current prescription to either an approved agent or move to TMOP (See C.9.3.3). The beneficiary may also submit a request for preauthorization, which shall be considered a type of clinical review and processed under the requirements in C.8.1.

C.8.9. Clinical Reviews for Dispensing Brand over Generic. The Contractor shall perform PAs using Contractor-developed, Government-reviewed criteria to determine when there is a clinical justification to use a brand name drug in lieu of a generic equivalent. The Contractor's criteria and documentation of clinical basis for criteria will be made available to the COR, for initial approval and concurrence, not less than 120 days prior to the start of pharmacy services. Once initial criteria are approved, the Contractor may only make changes to the criteria upon the Government's review and concurrence.

C.8.10. Administrative and Automated Overrides. The Contractor shall perform administrative and automated reviews. These edits do not require the same level of effort as clinical reviews and shall not be considered as such. These edits include but are not limited to automated overrides for age limit and gender restrictions for beneficiaries who meet the criteria, automated profile reviews, as well as quantity limit overrides for vacations, deployments, or medication dosage

SECTION C

STATEMENT OF WORK

changes. System-generated overrides shall be distinguished from PAs resulting from a clinical review on the patient's profile and in the PDW.

~~C.8.10.2~~ The Contractor shall not submit a TED for administrative or automated overrides.

~~C.8.10.2~~ Administrative Overrides for MTF Claims

C.8.10.2.1. Administrative Overrides Applied for CHCS

~~C.8.10.2.1~~ MTF pharmacies perform their own clinical reviews and the Government deems that the requirement for PA and/or MN has been satisfied if that drug has been dispensed at an MTF pharmacy, including medications dispensed in theater. Outside of other reject issues, the Contractor shall place these claims on the beneficiary's profile and not subject them to the daily report of MTF validity rejects, as described in C.5.3.3.

C.8.10.2.2. Administrative Overrides Applied for MHS GENESIS

~~C.8.10.2.2~~ MTF Claims processed through MHS GENESIS will require PA and/or MN justification when required by P&T. The Contractor shall not allow MTF claims for non-formulary agents from MHS GENESIS to adjudicate without documentation of the MN. The Contractor shall return a reject to the MTF when MN is required.

C.8.10.2.2.2. Where appropriate, for non-formulary medications requiring a PA, the Contractor shall combine the MN and PA criteria to address medical necessity through the MN criteria and clinical appropriateness through the PA criteria. Approvals of the combined criteria will be portable to retail and mail order points of service and will allow for a UF cost-share. If a beneficiary has an existing PA approval for a non-formulary drug on their profile, a reject will still be returned to the MTF when a MN approval is not on the profile.

C.8.10.2.2.2.1. If a combined MN and PA review is administered by the contractor, a review for MN in addition to a review for PA will also be paid against CLIN X011 or X012 (G.3.5.7.4).

C.8.10.2.2.3. At the direction of the Government, the Contractor shall load PA and/or MN overrides for existing beneficiaries receiving medications at MTF pharmacies. The Government will provide direction based on need in advance of each MHS GENESIS wave.

C.8.10.2.3. In the case of medications non-compliant for Federal Ceiling price, an MN allowing for the dispensing of a non-formulary medication at an MTF shall not allow a patient to qualify for a reduced copay.

C.8.11. Automated Profile Reviews. The Contractor shall provide automated profile reviews for pharmaceuticals and drug classes designated by P&T. Step therapy is a type of automated profile review that is intended to channel patients to preferred agents that provide the most cost-effective therapy and the least risk to patients. The Contractor shall perform the step therapy reviews electronically via automated medication profile review in real-time at the point of service. When a prescription for a drug requiring automated profile review is presented, the automated profile review will look back up to 360 days for qualifying drugs. The Contractor's look back

SECTION C

STATEMENT OF WORK

methodology shall have technical capabilities to be able to address a variety of potentially complex step edits, including but not limited to multiple steps. The Contractor shall not submit TEDs for automated profile reviews.

C.8.12. Prescription Monitoring Initiatives. Under 32 CFR 199.4, TRICARE may not cost share drugs to support or maintain a potential abuse situation. In coordination with prescribers and MCSCs, the Contractor shall support prescription and utilization monitoring intended to identify potential abuse situations and restrict access to prevent further abuse. Two aspects of prescription monitoring include the Beneficiary Monitoring Program, described under C.8.12.1, and MTF Restrictions, described under C.8.12.2.

~~C.8.12.1~~ Beneficiary Prescription Monitoring Program

C.8.12.1.1. The Contractor shall manage the Beneficiary Prescription Monitoring Program in accordance with the requirements set forth in TOM, Chapter 28. The Contractor shall coordinate efforts to identify potential candidates with the regional MCSCs and directly with the MTF sites.

C.8.12.1.2. The Contractor shall generate a quarterly listing of the most likely candidates for restrictions (CDRL Q060).

C.8.12.1.3. The list will contain the top 100 candidates for each region based on the beneficiary's Primacy Care Manager (PCM) assignment (Prime) or region location (e.g., residential address of Select beneficiaries). All candidates with an MTF PCM will be referred to the respective MTF while patients enrolled with an MCSC (Prime or Select) will be referred to that MCSC to review the candidates for possible restrictions.

C.8.12.1.4. Upon receiving a determination from an MCSC identifying those beneficiaries to be enrolled in the program, the Contractor shall send them letters in accordance with TOM Chapter 28.

C.8.12.1.5. Upon receiving the beneficiary's written response designating their prescribing providers, or the MTFs direction on restriction, the Contractor shall lock the beneficiary in accordance with the specified restrictions. Once the beneficiary is locked, the Contractor shall reject all pharmacy prescriptions submitted which violate a beneficiary's restriction(s).

C.8.12.1.6. The Contractor shall notify the COR and other designated authorities of beneficiaries who have not responded within 14 calendar days to approve the entry of 100% cost share restriction. A list of these beneficiaries shall be provided in CDRL Q060.

~~C.8.12.1.6~~ The Contractor shall post a record of dispensing to the beneficiary's profile when a beneficiary pays full price for restricted medications, since it is considered a non-covered service. The Contractor shall reimburse paper claims submitted by beneficiaries who paid the full cost of a restricted medication, only after authorized by the COR subsequent to a review.

C.8.12.1.7. The Contractor shall enter the prescriber selections from the beneficiary or restriction guidance from the Government within 24 hours of receiving. Approved overrides to restrictions will be completed as soon as possible, not to exceed four (4) business hours. For one-time exceptions to allow a claim to process, three possible overrides may be offered, depending on the situation and point of service. All overrides shall be reported in CDRL Q061.

SECTION C

STATEMENT OF WORK

- A. Override by request – Immediately upon receiving the request, the Contractor enters an override to allow the prescription to process outside of the restriction. The override limit is set per TOM Chapter 28 unless the COR provides additional guidance.
- B. Approved Overrides – When a request is made, the Contractor shall gain approval from the MTF POC or MCSC POC where the restriction originated or the COR as necessary to facilitate the process. The COR will provide concurrence for MCSC overrides and changes. The Contractor shall enter the override as soon as possible, not to exceed four (4) business hours.
- C. Pharmacy Overrides – An override entered by the pharmacy as part of the claim adjudication process.

C.8.12.1.8. The Contractor shall apply restrictions differently for TMOP, retail, CHCS MTF, and MHS GENESIS prescriptions and overrides shall be offered as follows:

~~C.8.12.1.8.~~ The Contractor shall reject TMOP and retail network pharmacy prescriptions if they are not in compliance with the beneficiary's restriction. An override by request (See C.8.12.1.7 (A) above) may be issued when the beneficiary calls the Contractor. When the number of overrides by request for that period has been reached, the Contractor may approve override (See C.8.12.1.7 (B) above) after approval of the appropriate POC.

~~C.8.12.1.9.~~ A CHCS MTF prescription will generate a ProDUR warning alerting them that the beneficiary is not in compliance with their restriction, which the MTF can override (See C.5.2.).

~~C.8.12.1.10.~~ MHS GENESIS prescriptions will be rejected if they are not in compliance with the beneficiary's restriction. The pharmacy may enter their own override (See C.8.12.1.7(C) above) or may contact the Contractor to request an override (See C.8.12.1.7 (A) above). Overrides by request shall be honored when requested by the MTF pharmacy.

C.8.12.1.9. The Contractor shall be available during all hours that MTF pharmacies using MHS GENESIS are open to assist the MTFs by providing information about the patient restrictions and entering an override by request.

C.8.12.1.10. The Contractor shall also apply restrictions for beneficiaries at their own request (for example, in the case of identity theft). Beneficiaries with restrictions entered at their own request may dis-enroll from the program at any time and remove all restrictions.

C.8.12.1.11. To aid the Government in monitoring the program, the Contractor shall provide reporting on the number of beneficiaries with restrictions, changes to restrictions over the reporting period, beneficiaries not in compliance with their restrictions, and an MTF compliance summary (CDRL Q061).

C.8.12.1.12. The Contractor shall provide a monthly updated report to the Government office (each TRO, program office (e.g., dental) or MTF) a list of their assigned beneficiaries restricted in their area (CDRLs M230, M231).

~~C.8.12.1.13.~~ Other MTF Restriction Programs

SECTION C

STATEMENT OF WORK

C.8.12.2.1. In addition to the Beneficiary Prescription Monitoring Program, individual MTF sites may have specific utilization and prescription monitoring programs, such as Warrior Transition Units, where military personnel may be enrolled for a limited duration. Under these programs, the MTF will make determinations for entry, modification and removal of a beneficiary's restrictions. The MTFs will communicate these determinations to the Contractor to modify restrictions. The Contractor shall enter or update these restrictions as described above.

C.8.12.2.2. The Contractor shall create and maintain the MTF restriction forms, stored on their website in a location communicated to the MTFs. The Contractor shall provide proposed changes to the Government for review and concurrence. The form will contain, at minimum, the following data elements:

- New or modified request
- Date of request or modification
- Reinstatements of previous restrictions and effective date
- Restricted beneficiary's information (name, DoD ID, date of birth)
- Type of lock
- Provider(s) name and DEA/NPI
- Pharmacy's name and NPI
- Requestor POC information (phone number, email, signature, and date for prescriber, registered nurse, and/or MTF RPh)
- Restricting MTF Site
- Reason for Request and effective date
- Whether member has been notified of restriction

C.8.12.2.3. The Contractor shall provide a monthly report containing the beneficiaries' profiles broken out by prescriber (CDRLs M230, M231). This monthly report will also contain at summary level, at a minimum, the following data elements:

- MTF prescribers that write for restricted beneficiaries that are not assigned to them
- MTF prescribers writing a high volume of Schedule II-V prescriptions
- Non-compliant beneficiaries.

Prescription Drug Monitoring Programs

C.8.12.3.1. The Contractor shall establish the MHS as a new "state" for the purposes of sharing data with all other Prescription Drug Monitoring Programs (PDMPs). The Contractor shall be the MHS PDMP administrator. The MHS PDMP will be developed and supported compatibly with PMP Interconnect, the nationwide, interoperable PDMP data sharing hub owned by the National Association of Boards of Pharmacy (NABP). MHS PDMP data shall be available for registered PDMP users for all other states, including prescribers, pharmacists and their respective delegates.

C.8.12.3.2. The Contractor shall update the PDMP data each day with prescription dispensing activity from the previous day. The data file shall contain all DEA Schedule II-V prescriptions, including compounds and partial fills, which are dispensed from an MTF pharmacy (both CHCS and MHS GENESIS). At the Government's direction, the Contractor shall also include specified non-controlled drugs with high potential for abuse. The Contractor shall submit data using the most

SECTION C

STATEMENT OF WORK

current version of the American Society for Automation of Pharmacy (ASAP) 4.25A Standard, to include future updates in accordance with industry best practices. The Contractor shall monitor MHS PDMP data on a daily basis and perform validation and reconciliation of the MHS data. The Contractor shall populate the file using each beneficiary's most current available address. As the administrator, the Contractor shall have processes to mitigate data integrity errors and to correct errors as needed to allow record to post to the PDMP. The Contractor shall maintain a log of all these errors and their corrections, which will be made available to the Government for review upon request.

C.8.12.3.3. The Contractor shall provide MHS registered users with secure web-based access to query the most currently available data from all PDMPs that support sharing with MHS PDMP. The Contractor shall provide support to MHS users for issues related to data content and accuracy of the MHS PDMP database. The Contractor shall register all credentialed MHS prescribers, pharmacists, and their appointed representatives to allow them access to query all sharing PDMPs. The Contractor shall facilitate timely registration of all qualified MHS users, and provide training and education on appropriate use of the PDMP.

C.8.12.3.4. The Contractor shall provide monthly reporting on registrations and queries of PDMP data in accordance with CDRL M220.

C.9. Customer Service

C.9.1. Beneficiary Services

~~C.9.1~~ The Contractor shall offer beneficiary services, including a call center. The Contractor shall operate beneficiary services with personnel predominantly dedicated to this contract and shall respond to beneficiary inquiries 24 hours a day, 365 days a year, in accordance with the contract requirements and performance standards stated below.

C.9.1.1.1. Through its beneficiary services operation, the Contractor shall provide accurate, complete, and timely responses in a courteous manner to questions from beneficiaries about any aspect of the services provided under this contract.

C.9.1.1.2. The Contractor shall use best commercial practices and technology that meet the needs of the MHS beneficiary in providing customer support and education resources, including mobile access and social media.

C.9.1.1.2.1. (b) (4)

C.9.1.1.3. The Contractor shall provide beneficiary services to beneficiaries with special needs.

~~C.9.1.1.3.15~~ The Contractor shall provide beneficiary services to non-English speaking beneficiaries

~~C.9.1.1.3.16~~ The Contractor shall provide beneficiary services for the hearing and visually impaired TRICARE beneficiaries.

SECTION C

STATEMENT OF WORK

C.9.1.1.4. The Contractor shall offer toll-free number(s) and number(s) for international callers in support of all the services provided under this contract, based on the requirements in TOM Chapter 23, Section 4 and Chapter 11, Section 6.

C.9.1.1.5. The Contractor shall maintain a list of all telephone and fax numbers used in the support of this contract and shall provide updates to the Government when numbers are added or changed and upon request.

C.9.1.1.6. The Contractor shall provide beneficiaries with access to their own claims history for no fewer than 18 months after their TRICARE eligibility has ended.

C.9.1.1.7. When the Contractor cannot resolve a specific beneficiary issue related to care not covered under this contract, the Contractor shall facilitate either a warm transfer to internal organizations when appropriate and approved by the Government or provide the beneficiary contact with the appropriate organization to seek additional guidance, in accordance with any MOUs. This requirement includes, but is not limited to, the following situations:

- If the beneficiary's issue concerns DEERS or DEERS eligibility, the Contractor shall refer the caller to the DMDC Beneficiary Telephone Center, and provide phone number and hours of service. These numbers are for beneficiary use only and cannot be used by the Contractor or other service provider.
- If the beneficiary's issue concerns coverage administered by another DHA Contractor (e.g., the MCSCs for their region), the Contractor shall refer the beneficiary to the appropriate TRICARE Contractor. The Contractor shall continue to work the issue until resolved or otherwise dispositioned.

C.9.1.1.8. The Contractor's automated response system shall offer an option for beneficiaries to check the status of their TMOP pharmaceutical prescription orders. The initial menu shall also offer beneficiaries the option of being immediately transferred to a Customer Service Representative.

C.9.1.1.9. At the beneficiary's request, the Contractor shall perform real-time coverage checks to verify whether a prescription will process under the benefit and confirm the copay that will be assessed. The Contractor's system shall perform a comprehensive mock adjudication utilizing the complete beneficiary profile and claims history when performing the coverage check. The outcome of the coverage check shall accurately reflect how a claim would adjudicate at that time, including:

- Availability and applicable copays at different points of service
- Existing clinical reviews on file and applicable lookback and bypass logic
- Claims history at all points of service
- Benefit rules and formulary limitations

C.9.1.1.10. The Contractor shall monitor issues driving call center volume and provide a monthly report of the top call center issues to the Government (CDRL M020). Additionally, significant issues that drive high call volumes or other significant sources of beneficiary dissatisfaction shall be reported to the COR or other designated authority. Interim updates on specific issues shall be provided to the Government upon request.

SECTION C STATEMENT OF WORK

C.9.1.1.11. On an ongoing basis, the Contractor shall monitor beneficiary calls and industry trends to identify emerging issues impacting TRICARE beneficiaries. These issues shall be communicated to the COR or other designated authority on a timely basis. The Contractor shall work in collaboration with the Government to address these issues as appropriate.

C.9.1.1.11.1

(b) (4)

C.9.1.1.12. The Contractor shall provide the Government with real-time remote and on-site call monitoring capabilities, as described in TOM, Chapter 11, Section 6.

C.9.1.2. The Contractor shall obtain the necessary access to accept referred customer service cases via the Government's secure, web based Assistance Reporting Tool (ART) which promotes customer service by facilitating beneficiary case resolution with less risk of compromising Protected Health Information (PHI).

C.9.1.3. All written responses to beneficiaries shall meet the standards established in the Plain Writing Act of 2010 (See 5 USC 301) as implemented in DoDI 5025.13, communicating to beneficiaries in a manner that is "clear, concise, well-organized and follows other best practices appropriate to the subject or field and intended audience." The Contractor shall use alternative government identification number, such as the DoD Benefits Number (DBN) in place of the SSN on outgoing correspondence from the Contractor to the beneficiary.

C.9.1.4. The Contractor shall monitor priority correspondence (See TOM Chapter 23, Section 4) addressing any beneficiary issue under this contract received from any source and provide reports of priority correspondence updated as correspondence is entered or closed. The Contractor shall forward priority correspondence to the Government in accordance with TOM Chapter 11, Section 5. In lieu of the reporting requirements in TOM, Chapter 11, Section 5, the Contractor shall follow the reporting requirements in CDRL M030.

C.9.1.5. Consistent with TOM Chapter 23, Section 4, the Contractor shall provide an explanation of benefits (EOB) to beneficiaries who obtain pharmacy services. The Contractor shall provide EOBs primarily by electronic means, but will also offer delivery by mail at the beneficiary's request or if a valid email address is not available.

C.9.1.5.1. The Contractor shall generate Electronic EOBs monthly but mailed EOBs will only be provided on a quarterly basis. Quarters are defined by the calendar year. EOBs will be generated no later than 11 days after the end of the period being reported (both monthly and quarterly).

C.9.1.5.2. Electronic EOBs shall contain information on prescriptions dispensed at all points of service, excluding only those referenced under C.9.1.5.4.

C.9.1.5.3. Mailed EOBs shall be sent only to those beneficiaries receiving prescriptions through retail or the TMOP points of service. If the beneficiary also receives prescriptions from additional points of service during that time period covered by the EOB, those shall be listed as well, with the exception of those referenced under C.9.1.5.4.

SECTION C

STATEMENT OF WORK

C.9.1.5.4. Claims at certain POS, such as VA CHDR (see C.11.9) shall be excluded from EOBs. The Government may exclude other POS or specific programs from EOBs.

C.9.1.5.5. For MTF and MOP claims appearing on an EOB, the Contractor shall apply pricing from the medical pricing file based on the lowest cost entry within the GCN.

C.9.1.5.6. The Contractor shall track the volume of EOBs sent through both channels, including the number of returned electronic notifications, the number of beneficiaries that accessed their electronic EOB and the number of mailed copies that were returned (CDRL Q080).

C.9.1.5.7. As measured on a monthly basis, the minimum performance shall be as follows:

| Beneficiary Help Desk | |
|---|---|
| Service Category | Performance Standard |
| Average Speed of Answer (measured from initial connection to answer by a service representative - includes any introductory message or automated menus) | 60 seconds or less |
| Telephone Call Blockage rate | 5% or less |
| Abandoned Call rate at any point | 5% or less |
| Telephone Calls Resolved at any point | 95% during initial call, 100% within 2 days |
| Priority Correspondence - Complete and issue resolved (to the Government's satisfaction, includes Electronic) | 85% during 10 days, 100% within 30 days |
| Routine Correspondence (Includes Electronic) | 85% within 15 days, 100% within 45 days |

The Contractor shall provide reporting on all metrics (CDRL Q020).

C.9.2. Pharmacy Help Desk Service

C.9.2.1. Starting no later than 40 days prior to the start of pharmacy services, the Contractor shall provide a dedicated toll-free number for a pharmacy help desk that helps retail network pharmacies provide courteous, prompt, and efficient retail pharmacy services to TRICARE beneficiaries in accordance with TRICARE Pharmacy Program requirements.

C.9.2.2. The Contractor shall also accommodate calls from MTF pharmacies to support processing of claims, dispensing of medications, or other related issues. The Contractor shall provide a dedicated toll-free number in support of MTF pharmacies and shall have staff specifically trained to support the MTFs. The Contractor shall report CHCS call metrics separate from that of MHS GENESIS.

C.9.2.3. The Contractor shall respond to inquiries from retail network pharmacies and MTF pharmacies 24 hours a day, 365 days a year, in accordance with the performance standards stated below.

| Pharmacy Help Desk | |
|--------------------|----------------------|
| Service Category | Performance Standard |

SECTION C
STATEMENT OF WORK

| | |
|--|--------------------|
| Average Speed of Answer (measured from initial connection to answer by a service representative) | 60 seconds or less |
| Telephone Call Blockage rate | 5% or less |
| Abandoned Call rate at any point | 5% or less |

C.9.2.3.1. The Contractor shall provide call monitoring capabilities in accordance with C.9.1.1.12 for the MTF Pharmacy Help Desk.

C.9.2.3.2. The Contractor shall report MTF calls separately from those from retail pharmacies.

C.9.2.3.3. The Contractor shall provide reporting on all metrics (CDRL Q030).

C.9.2.4. (b) (4)

C.9.3. Beneficiary Notifications

C.9.3.1. Unless otherwise specified, the Contractor shall send all written notifications to beneficiaries required under this contract electronically or by first class mail. Notifications not required to be in writing may utilize the communications methods listed above and additionally, phone and text message. As technology evolves, the Contractor may propose alternative communication channels to the Government for consideration.

C.9.3.1.1. Beneficiaries shall have a means to indicate their preferred communication method to the Contractor. The Contractor shall follow the beneficiary's indicated preference unless it is determined to be invalid (e.g., undeliverable mail/email) or otherwise superseded by the contract.

C.9.3.2. On a quarterly basis, the Contractor shall use effective methods (for example, e-mail, mail, smart phone applications) to send notices to newly-eligible beneficiaries, as identified by the Government. The notifications shall contain, at a minimum:

- A brief description of the TRICARE Pharmacy Benefit.
- The Contractor's contact information, including mailing address, beneficiary service telephone numbers, toll-free numbers for overseas beneficiaries, and the Contractor's email addresses.
- The Contractor's TRICARE Pharmacy Program website address.
- Contractor supplied TMOP registration form, and postage paid return envelope.
- Information on how the beneficiary can download the TRICARE Pharmacy Handbook from the Contractor's website.

SECTION C

STATEMENT OF WORK

C.9.4.1.1 On a quarterly basis, the Contractor shall notify beneficiaries who, within the past year, have received prescriptions for pharmaceutical agents that are newly-designated as (A) non-formulary; (B) for restricted access at retail due to non-compliance with Federal Ceiling Price (FCP); (C) requiring prior authorization or step therapy; (D) not eligible for automatic refill program; and (E) non-covered. Formulary and FCP compliance decisions are available on the DoD P&T Committee website (Attachment J-3, Line 1). The DoD P&T Committee may also identify other situations requiring notification to beneficiaries. In each case, the beneficiaries selected to receive the notice will be identified by the Government. The Contractor shall ensure that notices clearly explain the change (s) and identify formulary alternatives, as well as any additional information required to ensure continuity of care. These notices shall be approved in advance by the COR or other designated authority.

C.9.4.1.2 At the direction of the CO, the Contractor shall mail notices to beneficiaries identified by the Government regarding changes to the prescription drug benefit or other prescription drug information. The Contractor shall ensure that these notices are mailed to beneficiaries within five calendar days of receiving direction from the CO. The notice shall be approved by the COR or other designated authority prior to being mailed.

C.9.4.1.3 The Contractor shall monitor clinical issues and recall notices and notify beneficiaries who have filled impacted medications at retail, mail order or MTF pharmacies, notifying them of these issues.

C.9.4.1.4 Prior to sending out any mailing under this contract, the Contractor shall utilize commercially available mailing preparation software to scrub beneficiary mailing addresses.

C.9.4.1.5 The Contractor shall monitor returned mail and shall not continue to send mail to beneficiaries with known bad addresses.

C.9.4.1.6 When a valid email address is available and the beneficiary has indicated a preference for electronic communications, the Contractor may issue any notification by email, except where noted otherwise. Collection, maintenance, and use of email addresses shall be in accordance with the Contractor's plan described in C.9.4.1.1.23.

C.9.4.1.7 The Contractor shall monitor undeliverable email and will not continue to send messages to known invalid email addresses.

C.9.4.1.8 If the Contractor is notified that emails are being received by someone other than the intended recipient, the Contractor shall discontinue use of the email address until it has been verified by the beneficiary and corrected.

C.9.4.1.9 All communications with beneficiaries are subject to review by the Government upon request. The Contractor shall electronically provide the Government with copies of all mailings to be distributed to beneficiaries.

C.9.4. Education and Outreach

C.9.4.1. Beneficiary Education

SECTION C

STATEMENT OF WORK

C.9.4.1.1. The Contractor shall submit an annual comprehensive beneficiary and healthcare provider education plan to the Government, outlining how it intends to conduct targeted TRICARE Pharmacy Benefit education to beneficiaries, healthcare providers, and other stakeholders identified by the Government, as described in TOM, Chapter 11, Section 1 (CDRL A100). Issues may be identified by the Government or the Contractor. Additionally, the plan shall meet the following minimum requirements:

~~C.9.4.1.1.20.~~ Establishes goals for educational plan and metrics to evaluate performance relative to these goals.

~~C.9.4.1.1.21.~~ Provides monthly updates, social media messages, smart phone application updates, news articles, graphics, infographics, videos or other items of interest, of current best practice or using the latest platforms and channels of communication to DHA Communications as determined in the Memorandum of Understanding (MOU).

~~C.9.4.1.1.22.~~ Includes a plan on how educational materials, letters, and other educational outreach to beneficiaries and healthcare providers will be delivered, such as by use of email, text, video, smart phone application, web based programs, U.S. Mail, or any latest platforms and channels of communication.

~~C.9.4.1.1.23.~~ Includes a plan for how the Contractor will acquire email addresses and maintain them, recognizing that any Contractor collection of email addresses must have appropriate disclaimers to advise the beneficiary of how this PII will be protected.

~~C.9.4.1.1.24.~~ Includes a plan describing their sustained communication effort to educate the beneficiary population about the benefits of receiving electronic EOBs and to influence greater adoption of their use.

~~C.9.4.1.1.25.~~ Includes a plan describing their sustained communication effort to educate the beneficiary population about the benefits of using the Contractor's smartphone application and to influence greater adoption of its use.

~~C.9.4.1.1.26.~~ All Contractor educational content shall use Plain Language in accordance with DoDI 5025.13.

~~C.9.4.1.1.27.~~ All published web content shall be 508 compliant, per 29 USC 794d and overall public guidance (see Attachment J-3, Line 9).

C.9.4.1.2. The Contractor will provide input on content developed by DHA Communications within five business days. Reviews will include printed products, web and social media content, responses to query for media requests, customer service scripts/training manuals/curriculum (e.g., TRICARE Fundamentals Course), frequently asked questions, senior leader talking points, briefings, and other products identified by the Government.

C.9.4.1.3. The Contractor will work closely with DHA Communications to ensure all TRICARE beneficiaries and other stakeholders identified by the Government, receive unified, timely, accurate, consistent, and effective products and tools that improve their access, understanding, and use of the TRICARE Pharmacy Benefit. All educational materials and communications content, hereafter

SECTION C

STATEMENT OF WORK

referred to as content, will be coordinated with DHA Communications. DHA Communications will review and approve content developed by the Contractor.

C.9.4.1.4. The Contractor shall provide educational content on issues relating the to the TRICARE benefit for use by the Contractor and DHA, in accordance with CDRL Q160.

~~C.9.4.1.4.28.~~ The Contractor's timeline for submission shall include sufficient time, as determined by the Government, for Government review for audience appropriateness, accuracy, timeliness, use of plain language, 508 compliance, and any other Government criteria identified by the Government. DHA Communications and the Contractor will work closely to address completion of items with a short suspense.

~~C.9.4.1.4.30.~~ All content provided by the Contractor shall contain accurate, original, and publication-quality content that requires minimal editing by the Government, use of plain language, 508 compliance, and any other Government criteria identified by the Government.

~~C.9.4.1.4.30.~~ The Contractor shall submit all content to the COR, DHA Communications, or other designated authority for review and final concurrence and approval prior to distribution – to both internal government partners or MCSCs as well as external partners and the public. All publications shall be in accordance with relevant DHA and MHS Style and Branding Guides, including those for the TRICARE and MHS GENESIS.

C.9.4.1.5. The Contractor shall attend the annual DHA Communications Training Conference which runs approximately three days, and participate in monthly DHA Communications Partnership Meetings, both of these are held in the National Capitol Region (NCR). The Contractor shall provide representation that can address all issues involving beneficiary and network provider education and communication to include print, web, social media, customer service, and media relations.

C.9.4.1.6. The Contractor shall participate in ad hoc meetings to address communication and education activities in support of the TRICARE Pharmacy Benefit, to include print and web content. Meetings shall be attended via teleconference or video telecommunications as directed by the Government. The purpose of these meetings are to develop, review, or revise core educational materials, discuss observations and possible changes in education and communication activities. The meeting participants are tasked with reviewing current policies and procedures to determine where proven best practices from government and private sector operations can be implemented in the administration of TRICARE Pharmacy Benefit to continue TRICARE's leading role as a world class health care delivery system.

C.9.4.1.7. The Contractor shall attend the annual Joint Federal Pharmacy Seminar and participate in joint educational efforts.

C.9.4.1.8. The Contractor shall alert the COR and DHA Communications about news that will have impact on the beneficiary population and is likely to increase customer service or media contacts. The Contractor shall conduct a media-relations program in accordance with Department of Defense guidelines (DoD Directive 5122.05 and DoD Instruction 5410.20) and guidance provided by DHA Communications. The Contractor shall speak only on issues for which it has direct responsibility in

SECTION C STATEMENT OF WORK

the management of the TRICARE Pharmacy Benefit. All questions beyond the Contractor's scope shall be referred to DHA Communications.

C.9.4.1.9. The Contractor shall ensure all published materials communicate consistent with TRICARE program messages that employ TRICARE's mission and vision, as detailed on the TRICARE website. After approval from the Government, the Contractor shall perform the following in their media relations program, unless otherwise directed:

- Respond to media questions about their role as a contractor, responsibilities, and actions on behalf of the Government in support of the TRICARE Pharmacy Benefit program.
- Follow-up media contacts by sending copies of information provided to the media and a summary of any discussions to DHA Communications when immediate action was required.

C.9.4.1.10. Use of printed materials will be limited to essential products and the Contractor shall assist the Government in identifying the most cost-effective and efficient delivery of beneficiary educational materials. The Contractor is responsible for all storage, handling, and distribution of printed materials that are produced and shipped to the Contractor.

C.9.4.1.11. The Contractor shall distribute printed materials to individuals, MTFs, Beneficiary Counseling and Assistance Coordinators (BCACS) or other entities, as requested. The Contractor shall accept and fulfill orders for printed materials from designated POCs submitted via the Contractor's link on a government website. The Contractor may request additional printed materials from the Government on a quarterly basis.

C.9.4.1.12. The Contractor shall accept requests from beneficiaries to opt-out of receiving educational materials by mail, email, or text. The opt-out will not apply to notifications pertaining to safety and recall issues, benefit design changes (e.g., formulary changes) or the processing of specific claims or clinical reviews.

C.9.4.2. Medication Disposal. There are a number of safety concerns associated with patients having unused and expired medications in the home. The Contractor shall promote beneficiary safety by providing educational support to beneficiaries on the proper handling and disposal of unused or expired medications.

C.9.4.3. Prescriber Outreach. The Contractor shall engage in outreach to medical providers via the TRICARE MCSC contracts. Efforts shall include education on the TRICARE formulary and benefit design, PA submission, real-time prescription benefit check, and other relevant topics. The Contractor shall make educational materials available to prescribers as part of this outreach.

(b) (4)

C.9.4.4. Website

SECTION C

STATEMENT OF WORK

C.9.4.4.1. The Contractor shall provide a Health Insurance Portability and Accountability Act (HIPAA) compliant website in support of the services provided under this contract.

C.9.4.4.2. The Contractor's website shall meet the applicable accessibility standards at 36 CFR 1194 and shall make DS Logon available, as described in TSM, Chapter 1, Section 1.2. The Contractor is also encouraged to support the use of CAC logins where possible.

C.9.4.4.3. In addition to meeting the minimum requirements established within this contract, the Contractor shall ensure that its website and any mobile tools are consistent with commercial best practices and offer features, information, and functionality no less than those available to the Contractor's commercial clients.

At minimum, the Contractor's website shall offer the following information and functions:

- Provide a description of the TRICARE Pharmacy benefit;
- Provide Contractor contact information, including phone and fax numbers, mailing, and email address(es);
- Provide an email link to allow beneficiaries or other interested parties to contact Contractor by email with inquiries or comments;
- Allow beneficiaries to register online to use TMOP and provide downloadable forms for TMOP registration and prescription ordering;
- Allow TRICARE beneficiaries to manage their TMOP account(s) to include order refills, track their prescription status, pend prescriptions, view, release for shipping or cancel existing pending prescriptions, and update shipping address;
- Show the current status of all prescriptions or claims submitted;
- Allow TRICARE beneficiaries to check the status of member submitted (DMR) claims filed for services provided through a retail pharmacy;
- Provide the ability to locate TRICARE retail network pharmacies, at minimum by zip code;
- Provide PA and MN forms and criteria and make them available for downloads;
- Allow TRICARE beneficiaries to download and print an EOB detailing the beneficiary's retail, TMOP, specialty and MTF prescription activity in accordance with the TOM, Chapters 8 and 23, providing prescription activity for the preceding (b) (4) months at a minimum;
- Provide a link to the TRICARE website to allow beneficiaries to download and print the DD2642 claim form;
- Provide links to online drug and health information;

SECTION C STATEMENT OF WORK

- Provide links to the TRICARE pharmacy website and Regional MCSCs' websites;
- Provide a real-time web-based formulary search tool as described in C.9.4.9. and
- (b) (4)

C.9.4.6. The Contractor will maintain a responsive website and all portions of the Contractor's website will present information that is machine readable, in mobile-optimized format, and include Web APIs where applicable and in accordance with the May 23, 2012 Federal CIO Memorandum.

C.9.4.7. The Contractor shall not duplicate benefit information on the Contractor's website that already exists on TRICARE.mil and will embed links throughout their site to take beneficiaries back to the TRICARE.mil website for this content. The Contractor shall work closely with DHA Communications to identify appropriate linkages and content for use on their site.

C.9.4.7.1. The Contractor shall provide static links to web content referenced on DHA websites.

C.9.4.8. The Contractor shall make any information or resources not covered by Privacy or HIPAA regulations accessible without requiring an account registration or login.

C.9.4.9. Formulary Search Tool. The Contractor shall provide a real-time web-based Formulary Search Tool (FST) available for public access that accurately reflects the most current benefit design.

C.9.4.9.1. The Contractor shall document changes made to the FST and the expected outcomes. Documentation will include formulary status, PA or MNs, notes, and system changes, etc. Information will be provided to the Government on a regular basis. (CDRL M200)

C.9.4.9.2. The Contractor shall ensure that all FST content (e.g., formulary status, BCF/ECF, PA's, MN's, age, and gender restrictions, etc.) accurately reflects the implemented TRICARE benefit design in real time. Accuracy is based on the intent of the DoD P&T Committee.

C.9.4.9.3. The Contractor shall correct 99% of FST content errors within two business days of the inaccuracy being identified.

C.9.4.9.4. The Contractor shall correct 100% of FST content errors within 10 business days of the inaccuracy being identified.

C.9.4.9.5. The Contractor's FST shall include but is not limited to the following items:

- Identify drug (generic or brand) name, strength and formulation;
- Provide general drug information;
- Allow searches by generic name, brand name (trade name) and chemical name;

SECTION C

STATEMENT OF WORK

- Utilize a commercial standard predictive search algorithm which accounts for common misspellings;
- Allow results filtered by strength, form, route and medication type (brand or generic);
- Show status based on Uniform Formulary rules and coverage rules (non-covered) and availability at each POS (i.e., drugs restricted by POS);
- MTF Basic Core Formulary (BCF) and Extended Core Formulary (ECF);
- Show associated copayments based on coverage statute and POS;
- Show any restrictions, including but not limited to mandatory generic requirement, gender or age restriction, quantity level limits, PA, MN or step-therapy;
- Note drugs that are only available through specific points of service or mandated policies such as drugs enrolled in the Expanded Use of MTF and TMOP program, specialty drugs, Home Infusion Therapy program (HIT);
- Provide access to any forms associated with the above restrictions;
- Have the ability to show special messaging as provided by the Government, at least 300 characters in length;
- List formulary alternatives based on Uniform Formulary (UF) classes/subclasses;
- Provide status if FST is under maintenance or users are experiencing difficulties, including the type of issues occurring and expected resolution date;
- Be accessible to the public without requiring registration or login, using a static link.

C.9.4.9.6. The Contractor shall provide an email address on the FST page to allow users to provide feedback and ask questions. Feedback shall be made available to the Government upon request.

C.9.4.9.7. The formulary search tool shall be designed to be easily used and understood by the beneficiary, requiring as few steps as possible to navigate to the desired information

C.9.4.9.8. The Contractor shall update the tool to reflect benefit design changes immediately on their effective date.

C.10. Claims Reviews and Audits

C.10.1. Claims Research and Corrections

~~C.10.1.1.~~ The Contractor shall research any claim, regardless of date of service, at the request of the Government.

SECTION C

STATEMENT OF WORK

C.10.1.1.1. The Government reserves the right to direct audits of retail or mail pharmacies. In addition to any Contractor initiated on-site audits for which TRICARE is the primary focus of the audit, the Contractor shall perform up to five Government-directed on-site audits per option period.

C.10.1.1.2. The Contractor shall be able to generate corrected retail transactions when the pharmacy is unable to reverse and/or edit the claims themselves.

~~C.10.1.1.3.~~ These claims shall be distinguishable from pharmacy self-corrections and are not billable for additional administrative fees. The Contractor shall not identify or submit these corrections as paper claims.

C.10.1.1.3. Claim research and disputes shall result in corrected claims and the government made financially whole. All claims shall be resolved according to benefit design and formulary restrictions in effect on the date of service.

C.10.1.1.4. The Contractor shall perform all necessary research and will resolve all discrepancies for each claim identified within 60 days from the date of identification.

~~C.10.1.1.4.~~ The Government may withhold the pharmaceutical cost, dispensing fees, and administrative fees from future administrative fee payments for any research not completed and resolved within 60 calendar days.

~~C.10.1.1.4.33.~~ Withholds will apply to the specific claims that caused the audit to be initiated.

C.10.1.1.5. Any discrepancies identified by the Government in the monitoring of this contract shall be subject to Contractor desktop audits and, if necessary, on-site audits at the direction of the Government.

C.10.1.1.6. The Contractor shall perform offsets or recoupments of any identified discrepancies for claims during the performance of services of this contract and predecessor contracts in accordance with TOM, Chapter 10.

C.10.1.1.7. All requirements listed under C.10.1 shall apply to the specific research areas outlined below.

~~C.10.1.1.7.~~ The Contractor shall perform research to facilitate the Government's response to issues by and on behalf of beneficiaries

C.10.1.2.1. The Contractor shall provide an initial response to requests to research specific beneficiary issues within four (4) business hours or no later than four (4) business hours into the next business day.

C.10.1.2.2. If this initial answer does not contain a complete response, the Contractor shall offer an estimated timeframe for how long it will take to fully research the issue. If further action is required to resolve the issue, the Contractor shall provide an estimated timeframe for resolution. The Contractor shall track research requests and beneficiary issues, including the date requested and resolved.

SECTION C

STATEMENT OF WORK

~~C.10.1.3~~ The Contractor shall resolve manufacturer disputes of the TRICARE utilization data, including but not limited to 340B and Medicaid Subrogation claims (where this information is available / data fields are populated) within the past ten years. This includes initial submission of claims, and any adjustments, corrections, or cancellations necessary for claims processed.

C.10.1.3.1. The Contractor shall participate in quarterly meetings to review the status of manufacturer disputes

C.10.1.3.2. The Contractor shall submit a report on the status of manufacturer disputes (CDRL M240).

~~C.10.1.4~~ Claims research shall be performed to provide additional information on potential issues in the claims adjudication process.

C.10.2. Program Integrity

~~C.10.2.1~~ Daily Claims Review

The Contractor shall perform an automated review of 100% of all claims daily. Data analysis includes, but is not limited to:

- Establish baseline data to enable TRICARE to recognize unusual trends, changes in drug utilization over time, physician referral or prescription patterns, and plan formulary composition over time;
- Analyze claims data to identify potential errors, inaccurate TROOP accounting, and pharmacy billing practices and services that pose the greatest risk for potential fraud, waste and abuse to the TRICARE program;
- Identify items or services that are being over utilized;
- Identify problem areas within the plan such as enrollment, finance, or data submission;
- Identify problem areas at the pharmacy and prescriber level;
- Compare claims information against other data (e.g., prescriber, drug provided, diagnoses, or beneficiaries) to identify potential errors and/or potential fraud and abuse; and
- Use findings to determine where there is a need for a change in policy.

~~C.10.2.2~~ The Contractor shall add and refine parameters on an ongoing basis to adapt to industry trends and areas of concern, applying knowledge and lessons learned from TRICARE as well as other government and commercial payers.

~~C.10.2.3~~ The Contractor will submit a monthly report showing audit findings, status of all claims in research, outcomes of completed research, and status of offsets or recoupments (CDRL M090). This report shall include all retail and TMOP claims.

~~C.10.2.4~~ The Contractor shall develop and maintain a Fraud and Abuse Monitoring and Auditing Work plan that meets the requirements established in TOM, Chapter 13. The plan will also include, but is not limited to, the audits described below.

SECTION C

STATEMENT OF WORK

C.10.2.4.1. The Contractor shall take the following action when inappropriate billing practices at the pharmacy level occur when pharmacies engage in activities including but not limited to the following:

- Incorrectly billing for secondary payers to receive increased reimbursement
- Billing for NDCs that were not dispensed
- Billing for incorrect quantity or days supply
- Billing for non-existent prescriptions
- Billing multiple payers for the same prescriptions, except as required for coordination of benefit transactions
- Billing for brand when generics are dispensed
- Billing for prescriptions that are never picked up (i.e., not reversing claims that are processed when prescriptions are filled but never picked up)
- Inappropriate use of DAW codes
- Prescription splitting to receive additional dispensing fees
- Drug diversion
- Controlled substance prescriber utilization — top prescribers state/region/national
- Beneficiary Submitted Claims (high aggregate dollars, network pharmacy)
- Morphine Milligram Equivalents (MME) > 90 per day
- Inappropriate compounding practices

Notwithstanding TOM, Chapter 13, Section 1, Paragraph 1.4.1, as a result of its fraud and monitoring efforts, the Contractor shall refer to DHA Program Integrity a minimum of six cases per option period. Each case will involve a loss of \$100,000 or greater per case to the Government without patient harm, or any case involving patient harm. The Contractor shall provide a Fraud and Abuse Summary Report on the activities outlined in this Section and TOM, Chapter 13 (CDRL Q100).

C.11. System Interfaces

C.11.1. The Contractor shall maintain a number of system interfaces to support the requirements under this contract. All interfaces shall include:

~~C.11.1.1~~ Applying and maintaining appropriate functional upgrades and security measures;

~~C.11.1.2~~ Providing and maintaining required test environments;

~~C.11.1.3~~ Monitoring connections and performing required troubleshooting; and

~~C.11.1.4~~ Executing and maintaining full system documentation with interface partners.

~~C.11.1.5~~ The Contractor shall support any agreements, documentation, and operational processes required to establish working relationships with interface partners, including but not limited to MOU, Data Sharing Agreements, and issue reporting mechanisms.

SECTION C STATEMENT OF WORK

C.11.2. The Contractor shall support the use of DS Logon, as described in TSM, Chapter 1, Section 1.2, and CAC logins whenever possible. This includes web logins (including the beneficiary website) and system interfaces.

C.11.3. Interface Control Documents

~~C.11.3.1~~ The Contractor shall maintain Interface Control Documents (ICDs) for all system interfaces, except in cases when such interface specifications are maintained by the Government (eg, DMDC Interfaces). ICDs shall be provided in a non-proprietary format and shall utilize system names in lieu of specific companies that may currently hold those contracts. They shall be maintained thorough the mechanism in C.14.13.

C.11.4. B2B Connection and VPN Devices

~~C.11.4.1~~ The Contractor shall complete all tasks related to the documentation and implementation of Business-to-Business Gateway (B2B) telecommunications links. Tasks include but are not limited to:

C.11.4.1.1. Coordination among the Pharmacy Operations Division (POD), DHA Information Operations (DHA IO), MTFs, and other contractors as required.

C.11.4.1.2. Completion and approval of all B2B required documentation, including CDRL160 (B2B Gateway Questionnaire).

C.11.4.1.3. Procurement and configuration of the Virtual Private Network (VPN) and related equipment.

C.11.4.1.4. Initiation and completion of all required testing and implementation activities.

C.11.4.1.5. Support for all required follow-on activities, including updating documentation, performing IP address and port changes, performing security updates and executing related configuration changes.

C.11.5. DMDC Interfaces

~~C.11.5.1~~ The Contractor shall interface with DMDC interfaces and applications, including the DEERS, to verify eligibility, update the CC&D Database (CCDD) file, obtain demographic data for the PDW, check for OHI, and update beneficiary contact and OHI information. DMDC interfaces are utilized during the claims adjudication process, post adjudication processes, and via web-based applications. The Contractor shall use the applications described in the TOM and TSM. Documentation for DMDC interfaces is maintained by the Government.

~~C.11.5.2~~ The Contractor shall participate in regular integration testing meetings, as directed by the Government, throughout the duration of the contract. These meetings may occur as often as daily during contract transition but will likely move to two occurrences per week thereafter.

~~C.11.5.3~~ The Contractor shall support user acceptance testing and regression testing to support updates and maintain accounts with specified systems for entering and logging issues and defects.

SECTION C STATEMENT OF WORK

C.11.6. Connections to Non-DoD Agency Pharmacies

~~C.11.6.1~~ The Contractor shall connect to DVA, PHS, and IHS pharmacies identified by the Government and support online adjudication for claims received from these pharmacies, in accordance with the individual agencies pharmacy claims adjudication rules. The Contractor shall connect to these pharmacies in the same manner as retail network pharmacies (Note: U.S. Coast Guard sites listed in Attachment J-6 are considered to be MTFs and are included under MHS GENESIS requirements).

~~C.11.6.2~~ The Contractor shall employ logic to distinguish between claims received directly from VA pharmacies and claims received via the CHDR interface (see C.11.9). The Contractor shall not return duplicate responses for these claims based on a previous CHDR claim.

~~C.11.6.3~~ The Contractor shall reimburse pharmaceuticals dispensed through these pharmacies as directed by the Government. These pharmacies will be paid the submitted costs plus a dispensing fee negotiated by the Government. Dispensing fees may be updated annually, as directed by the Government.

~~C.11.6.4~~ The Contractor shall exclude these pharmacies from the measurement of network access standards and the calculation of the Retail Network or Specialty Network Cost Control incentives in Section H.

C.11.7. MTF Interfaces

~~C.11.7.1~~ The Contractor shall connect to the DoD MHS electronic medical records, currently CHCS/Armed Forces Health Longitudinal Technology Application (AHLTA) and MHS GENESIS, in accordance with the requirements below. Simultaneous connections to CHCS and MHS GENESIS will be supported for sites in the process of transitioning between systems. Termination of CHCS/AHLTA connections will occur separately for each site for up to a year after the implementation of MHS GENESIS at that site.

~~C.11.7.2~~ The Contractor shall support concurrent submission of claims from both the CHCS and MHS GENESIS systems from individual sites, processing each claim type in accordance with the appropriate business rules. After MHS GENESIS is deployed at a location, it will be used exclusively for all new prescriptions and CHCS will only be utilized to process existing prescriptions with refills remaining. The Contractor shall identify MHS GENESIS claims separately from CHCS claims in all relevant reports.

~~C.11.7.3~~ CHCS

C.11.7.3.1. The Contractor shall develop and maintain an interface to all MTFs using CHCS/AHLTA. Connections shall be made via a CHCS host. A CHCS host is the computer installation running an instance of the CHCS software. A host may support multiple MTF pharmacies, aggregating transactions from its pharmacies, which are generally in geographic proximity the host. There are currently 97 CHCS hosts supporting approximately 700 MTF active dispensing locations, subject to change based on operational needs and MHS GENESIS deployment. The Contractor shall accommodate ongoing changes to the MTF pharmacy list.

SECTION C

STATEMENT OF WORK

C.11.7.3.2. The Contractor shall connect to the MTFs through the DHA IO B2B Gateway.

C.11.7.3.3. The Contract shall ensure these connections are in place no later than 30 days before the start of pharmacy services. Testing shall be in accordance with requirements established by DHA IO. The Contractor shall provide ongoing monitoring of MTF connections to verify connectivity.

C.11.7.3.4. The Contractor shall receive dispensing transactions from MTF pharmacies using CHCS. The Contractor shall receive these transactions using a custom format. The Contractor shall perform ProDUR on the inbound dispensing transactions, as described in C.5.2. All traffic is logged and transactions are forwarded to the data warehouse, excepting time-out transactions.

C.11.7.3.5. After all CHCS sites have been transitioned to MHS GENESIS, the Government will advise the Contractor that this interface may be discontinued. MTF Data Integrity reporting (see C.5.3) will also be discontinued at this time.

C.11.7.3.6. Profile Inquiry Transaction. The Contractor shall receive dispensing transactions and profile inquiry transactions from the TRICARE Medical Contractors and all CHCS MTFs. MHS GENESIS does not utilize this transaction. Profile inquiries are based on the NCPDP 3.2 variable format. When the Contractor receives a profile inquiry request, it shall return the requested data according to the technical specifications provided.

~~C.11.7.3.7.~~ MHS GENESIS

C.11.7.4.1. The Contractor shall connect to MHS GENESIS through use of a commercial switch. The Contractor shall accept pharmacy claims from all MTFs using MHS GENESIS, including US Coast Guard sites.

C.11.7.4.2. Implementation of MHS GENESIS at MTFs is ongoing. The deployment of new locations occurs in phases and the group deployed in each phase is based on a Government-determined schedule. The Government shall notify the Contractor no fewer than 90 days in advance of the planned deployment date for a new site.

C.11.7.4.3. The Contractor shall process claims received through MHS GENESIS in accordance with C.5.4.

C.11.7.4.4. The Contractor shall support testing of MHS GENESIS in the environments described in C.11.14.3. Testing shall consist of multiple phases, led by the Defense Healthcare Management System Modernization (DHMSM) Program Office and their contractor(s).

C.11.7.4.5. In coordination with the MHS GENESIS Contractor, the Pharmacy Contractor shall submit an ICD for the MHS GENESIS interface.

C.11.8. Pharmacy Data Warehouse Interface

~~C.11.8.1.~~ The Contractor shall develop and maintain an interface to the Pharmacy Data Warehouse (PDW). The PDW is the Government-owned system of record for the DoD Prescription Drug Program. It contains detailed data for every transaction from all POS, as well as extensive reference data to assist in the categorization and aggregation of drugs, beneficiaries, prescribers, pharmacies,

SECTION C

STATEMENT OF WORK

and associated prescription costs. PDW supports all aspects of DoD reporting requirements, data mining, ad hoc queries, and research.

C.11.8.2 The Contractor shall provide a data exchange consistent with the Pharmacy Warehouse Data Dictionary and Data Schema, to be provided to the Contractor after award. The pharmacy warehouse data feed shall be capable of transmitting new and updated data. Data feeds shall be provided on a daily basis in a format mutually agreed by both parties. The Contractor shall ensure that all paid, rejected, and reversed transactions from all POS, including direct member reimbursement claims, and their required data elements are transferred to the PDW. The content of the PDW evolves with significant changes, including but not limited to the implementation of new NCPDP standards and DoD Benefit Design changes. The Contractor shall coordinate such changes with the Government and support changes in the file feed and format to support the changes.

C.11.8.3 In the event that a daily file cannot be transmitted due to system outage or other system issue, the Contractor shall work with the Government to ensure that the PDW is brought up to date as soon as possible.

C.11.8.4 In instances when the Government identifies inconsistent or missing information between the Contractor's system and the PDW, the Contractor shall correct the inconsistency, such as adding the data element to the PDW and providing missing or updated data. The Contractor will provide a plan with a timeline in collaboration with the Government and provide updates until resolved.

C.11.8.5 The Contractor shall maintain an MOU with the PDW Contractor (CDRL A021).

C.11.9. Clinical Data Repository/Health Data Repository Interface

C.11.9.1 The Clinical Data Repository/Health Data Repository (CHDR) application is a joint effort between the DVA and DoD, enabling the DVAs Health Data Repository (HDR) and the DoDs Clinical Data Repository (CDR) to exchange outpatient pharmacy and drug allergy information for shared patients.

C.11.9.2 The Contractor shall send all retail and TMOP claims adjudicated under the TRICARE Pharmacy Benefit to the CHDR. CHDR will submit transactions to the Contractor for prescriptions dispensed to dual-eligible beneficiaries at VA pharmacies.

C.11.9.3 The Contractor shall develop and maintain a real-time bidirectional interface to the CHDR via the B2B gateway. The CHDR interface uses the NCPDP 5.1 standard. The Contractor shall not generate TEDs for CHDR claims.

C.11.9.4 The Contractor shall support specific adjudication rules for incoming CHDR transactions, including the following:

- The Contractor shall not check eligibility.
- No formulary edits or PA/MN rules will be applied.
- ProDUR will utilize VA-specific definitions and messaging the advisory information will be returned to the CHDR.

SECTION C

STATEMENT OF WORK

~~C.11.10.1~~ The Contractor shall not perform data integrity edits on CHDR claims but claims that do not satisfy data requirements (missing or invalid data) can result in a rejected claims response with corresponding NCPDP reject.

~~C.11.10.2~~ The Contractor shall not perform coordination of benefits for these claims.

C.11.10. Theater Medical Data Store (TMDS) Interface

~~C.11.10.1~~ The TMDS Automated Information System (AIS) is a services-oriented aggregation and distribution point for Theater Medical Data for Theater Medical Information Program (TMIP) family of systems. The purpose of the TMDS interface is to share outpatient prescription and pharmacy medical data stored in TMDS database with the Contractor's system on a weekly basis. The TMDS Prescription and Pharmacy data is extracted from TMDS as Extensible Markup Language (XML) files, which are provided via Secure File Transfer protocol (SFTP). The TMDS SFTP server is hosted at DoD Force Health Protection & Readiness (FHP&R). The Contractor will be provided with a SFTP username/password.

~~C.11.10.2~~ The Contractor shall develop and maintain an interface to TMDS. The Contractor shall retrieve XML data files representing TMDS claims on a weekly basis, apply business rules provided by the Government after award, and post those claims to the patient profile on the contractor's system and to PDTS. The Contractor shall monitor weekly file delivery and notify the Government when files are delayed or missing.

~~C.11.10.3~~ The Contractor shall pre-edit the inbound data to remove duplicate claims, those already posted to the profile, and aged claims, using a parameter defined by the government based on the date dispensed, currently claims over 365 days old. The Contractor shall also generate values for fields not included in the file and modify values of existing fields to make them suitable for adjudication using the NCPDP D.0 standard. Errors that must be corrected by the Contractor include:

- Missing or Invalid NDC – TMDS claims contain a free text drug name but the NDC may be missing. At the Contractor's request after award, the Government will provide a reference table to facilitate matching the drug name to the NDC, with ongoing maintenance of the table performed by the Contractor.
- Missing or Invalid DOB – Verify information using DMDC applications and correct the claim.
- Missing or Invalid Gender – Verify information using DMDC applications and correct the claim.

~~C.11.10.4~~ The Contractor shall apply their own methodology to reconcile any missing or invalid fields to allow the claim to post to the patient's profile. Upon request, the Government will answer questions and provide feedback during the transition period to assist the Contractor in refining their methodology. TMDS claims are not received in real time and have already been dispensed. Therefore, all claims that include minimum essential data must be posted to the profile, excluding duplicates and aged claims.

~~C.11.10.5~~ Minimum essential data is considered to be a drug name or NDC, drug strength (where applicable), quantity dispensed and sufficient information to identify a beneficiary profile on which

SECTION C

STATEMENT OF WORK

to post it. Default values may be used to populate other fields required to store the claim. The Contractor shall not verify eligibility. Standard edits performed as part of the adjudication process are not required and any edits the Contractor chooses to perform shall not impact the posting of the claim to the profile. The Contractor shall not reject TMDS claims. TMDS claims will also be transmitted to the PDW.

~~C.11.10A~~ The Contractor shall log values that are mapped, inserted, or calculated; including the original value received on the file, and make such logs available for review by the Government. The Contractor will also document any claims that cannot be posted to the patient profile with an explanation of the missing data. The Contractor will track volumes for claims received and posted; as well as those that cannot be (i.e., those excluded as aged, duplicate or error) and provide reporting to the Government (CDRL M150).

C.11.11. Immunization Tracking System (HL7IMM) Interface

~~C.11.11A~~ The Contractor shall develop, maintain, and update an interface with the Immunization Tracking System, which maintains the immunization records of active duty and uniformed beneficiaries. The interface shall support Secured File Transfer Protocol (SFTP). The file format transmitted by the Contractor is based upon industry standard (HL7IMM) and contains retail immunization data. The frequency of the process shall be configurable; currently this is a daily process.

C.11.12. Forensic Toxicology Drug Testing Laboratory Information Management System

~~C.11.12A~~ The Forensic Toxicology Drug Testing Laboratory (FTDTL) receives specimens collected from active duty service members and tested for selected compounds at regional labs. Results are aggregated centrally by LIMS (Laboratory Information System).

~~C.11.12B~~ The Contractor shall develop, maintain, and update an interface between the Contractor and the LIMS in support of the examination of a beneficiary record for submitted chemical compounds. The interface shall support Secured File Transfer Protocol (SFTP). The flat file transmitted by the Contractor will contain response information to the query file received from LIMS. The frequency (e.g., 15 minutes) of the query process shall be configurable.

C.11.12.2.1. The Contractor shall provide the SFTP server required to support this interface.

C.11.13. TEDS

~~C.11.13A~~ The Contractor shall connect to the TED System in accordance with the TSM, Chapter 2.

~~C.11.13B~~ The Contractor shall support a connection to the TEDS test environment and submission of test files.

C.11.14. Testing Requirements

~~C.11.14A~~ The Contractor shall support all testing and validating activities required to connect to DoD systems in accordance with current DoD policy.

SECTION C

STATEMENT OF WORK

~~C.11.14.3~~ The Contractor shall support test set-up, execution, and troubleshooting activities for sustainment of interfaces on a schedule that is mutually agreed on by all relevant parties. The Contractor may, on occasion, be required to provide test files, transaction data, and other documentation to other parties to be used in the validation of data transmitted between systems.

~~C.11.14.3~~ Test Environments. The Contractor shall develop and support test environments. At minimum, the Contractor shall provide, as a minimum, two environments:

C.11.14.3.1. A production equivalent test environment. This environment shall reflect the current production capabilities, or, for new interfaces, the most developed version of those capabilities.

C.11.14.3.2. A development test environment. This environment shall include capabilities undergoing active quality assurance testing with external interfaces.

C.11.14.3.3. The test environments shall support and be used for sustainment testing of current systems.

C.11.14.3.4. Test environments shall be made available for use by the government interface testing partners responsible for transition and sustainment of systems that support this contract.

C.11.14.3.5. At a minimum, environments shall be available during standard business hours in all CONUS time zones. Extended hours will be honored on a mutually agreed-upon schedule.

C.11.14.3.6. The test environments shall support connections by commercial entities and via the B2B Gateway.

C.11.14.3.7. The Contractor shall support concurrent connections from multiple testing partners.

C.11.14.3.8. The Contractor will not exchange PHI/PII with external partners as test data. Prescriber name and ID shall be masked on all outgoing transactions to testing partners. Test data files may be excluded from this masking if the Government, Contractor, and external partners agree that to do so would compromise testing outcomes. All beneficiary profiles will be test beneficiaries in the current DMDC contractor test environment.

C.11.14.3.9. The Contractor shall make available a subset of test patients to each testing partner to use within the environment and those patients will not be used by the Contractor or any other interface partners unless mutually agreed for joint testing.

C.11.14.3.10. During the building of the test environment, the Contractor shall support setup and testing with external contractors on a mutually agreed upon schedule.

C.11.15. Electronic Claims Processing and Benefit Tools

~~C.11.15~~ The Contractor shall support commercial standard electronic tools in support of a range of activities in conjunction with ordering, renewing and filling outpatient prescriptions and communicating with prescribers. The tools shall support such functions including but not limited to entering and transmitting prescription orders, accessing formulary information, providing patient

SECTION C STATEMENT OF WORK

specific benefit information, providing patient prescription history, completing prior authorizations, and using direct messaging to engage with prescribers.

~~C.11.15.2~~ New tools and enhancements to existing tools shall be offered to the Government when they are made available to commercial clients.

C.11.15.2.1. (b) (4)

~~C.11.15.3~~ All information provided using the electronic tools described in this section shall be accurate, complete, and timely, reflecting the current patient profile, benefit design, and other information.

~~C.11.15.4~~ The Contractor shall support e-prescribing for the retail network, specialty pharmacies, MTFs, and TMOP, in accordance with current commercial standards.

~~C.11.15.5~~ The Contractor shall manage and publish all data files and support real-time queries required to support all aspects of commercial e-prescribing practices.

~~C.11.15.6~~ The Contractor shall create, maintain, and publish accurate and up-to-date formulary information in all formats required to support widely adopted capabilities of commercial EHRs and all standard e-prescribing models.

~~C.11.15.7~~ The Contractor shall utilize tools to evaluate and maintain the accuracy of the formulary and benefit information in whatever format it is provided, including relevant patient, claims history, and pharmacy information, as required.

~~C.11.15.8~~ The Contractor shall ensure that all formulary and benefit information remains consistent across all the different ways in which the information is communicated. The Contractor shall have processes in place to quickly resolve any discrepancies, both those identified through the Contractor's monitoring and reported by prescribers and other users.

C.11.15.8.1. The Contractor shall also coordinate with all relevant stakeholders to ensure that information used by MHS GENESIS is accurate and that the format is optimized for that system. The Contractor shall work with the Government, MHS GENESIS contractor, and any other party as required to resolve any issues related to the presentation of formulary information.

~~C.11.15.9~~ The Contractor shall allow for the electronic transactions of prior authorizations (ePA). The offered platform must be supported for integration within a prescriber's EHR as well as a stand-alone website and must be accessible by MTFs worldwide. Any terms and conditions required to use this platform shall be provided to the Government for review and concurrence.

~~C.11.15.10~~ The Contractor shall maintain and update plan participation status files with commercial e-prescribing hub(s), to allow prescribers' EHRs to associate beneficiaries with the TRICARE benefit. The plan participation file shall include all beneficiaries covered under this contract for which the Contractor has processed claims, but will be limited to the minimum data fields required by the commercial e-prescribing hub to determine the appropriate formulary. The data fields submitted to identify TRICARE beneficiaries will be mutually determined between the

SECTION C

STATEMENT OF WORK

Government, the Contractor, and e-prescribing hub and may vary from those used by most commercial plans. The Contractor shall also have a process to remove patients from the file after determining that they are no longer eligible for the TRICARE benefit.

C.11.16. Contractor Claims Data

~~C.11.16.1~~ The Contractor shall provide the Government with online access to the Contractor's system that stores TRICARE claims processing information, in order to facilitate responses to beneficiary issues, monitor MTF claims processing, and perform audits. The Government shall have the ability to look-up individual patient claims transactions and rejects and generate ad hoc reporting.

~~C.11.16.2~~ The Contractor shall provide access for up to 100 government personnel in multiple locations, as specified by the Government, through a web-based tool.

~~C.11.16.3~~ This Contractor's database is to include all claim information and clearly differentiate between different claims types: Retail, TMOP, CHCS, MHS GENESIS, CHDR, Non-DoD Agency, paper claims, and Theater. The data shall include, at minimum, PA and MN authorizations, OHI status and records, benefit restriction authorizations, documentation of beneficiary support and services, and up-to-date, real-time claim details regarding prescription information, cost data, beneficiary demographics, prescriber, and dispensing pharmacy data.

~~C.11.16.4~~ All claim look-up data must be current, accurate, complete, and accessible immediately (same day). System must also include the ability to look up current claims by drug name or NDC. Data shall be retrievable for ad hoc reporting one day (24 hours). The Contractor shall provide training, a user guide, and ongoing customer support for this access. Training shall be provided as necessary to new users and when there are significant changes to the Contractor's system.

C.11.17. Interfaces with TRICARE Medical Contractors.

~~C.11.17.1~~ At the Government's direction, the Contractor shall provide data to and accept data from the TRICARE Medical Contractors and the Government.

C.11.17.1.1. The Contractor shall collaborate with the MCSCs and the Government in evaluating cost and clinical effectiveness of specific aspects of the pharmacy benefit, including but not limited to the specialty drug and home infusion therapy programs.

C.11.17.1.2. The Contractor shall coordinate with MCSCs to obtain data required to support outcomes measurement and other value-based initiatives. Data to be exchanged could include, but is not limited to, ICD codes, hospital admissions data, and laboratory values.

~~C.11.17.2~~ The TRICARE benefit includes health care plans that manage their own pharmacy claims. The Contractor shall accept batch claims files of these pharmacy claims for application to the central patient profile and transmission to the pharmacy data warehouse. The Contractor shall not reject these claims for benefit design or other edits otherwise applied in claims adjudication. The formatting and timing of the data files will be determined by mutual agreement between the Contractor, the medical contractor(s) and the Government.

SECTION C

STATEMENT OF WORK

C.11.17.2.1. In the event that a file cannot be transmitted due to system outage or other system issue, the Contractor shall work with the medical contractor(s) to ensure that the file is sent as soon as possible.

C.11.17.2.2. If the medical contractor(s) provide inaccurate or incomplete information to the Pharmacy contractor(s), the Contractor shall work with the medical contractor(s) to update missing and update data and apply it soon as possible.

C.11.17.2.3. In the event that individual claims cannot be posted to the patient profile, the Contractor shall attempt to correct the claim and work with the provider of the file to validate any required information.

~~C.11.17.3.~~ The Contractor shall establish interfaces with the TRICARE MCSCs for purposes of providing patient medication history. This interface shall utilize HL7 FHIR or a comparable commercial standard with widespread adoption by medical payers.

~~C.11.17.4.~~ The Contractor shall, no less that weekly, provide a data file containing pharmacy claims for all beneficiaries enrolled to that medical contractor. Beneficiaries will be identified by means of a data file provided by each Medical Contractor, to be refreshed no more frequently than weekly. Data shall be provided in a commercial standard format.

C.12. Privacy, HIPAA, and Federal Information Requirements

The Contractor shall comply with all requirements in the TRICARE Manuals and as documented in the requirements located on the website referenced in Attachment J-3, line 13. The relevant areas covered include:

- Protection of PHI and PII
- Records Management
- Freedom of Information Act
- System of Records
- Data Sharing Agreements
- Privacy Act and HIPAA Training
- HIPAA Business Associate Provisions
- Breach Response

C.12.1. The Contractor shall ensure that it does not use or disclose PHI or PII received for DVA or DoD beneficiaries in any way that will remove or transfer the PHI/PII from a jurisdiction subject to the laws of the United States. The Contractor shall not release Government data without approval by the CO or COR.

C.13. Financial

C.13.1. The Contractor shall not collect any additional fees, rebates, discounts, or premiums specific to processing TRICARE prescriptions other than recoveries (payable to the U.S. Treasury) resulting from audits of network pharmacies. The Contractor shall not negotiate or collect any pharmaceutical rebates, data-use rebates, or vendor charge-backs of any type from

SECTION C

STATEMENT OF WORK

pharmaceutical manufacturers, wholesalers, and/or network pharmacies on behalf of the Government or for itself in regard to the services performed under this contract. The prohibitions cited herein against earning an additional fee, and negotiating with pharmaceutical manufacturers or wholesalers do not apply to the task(s) described in C.6.8.22. The Government may also apply other exceptions to support initiatives determined to be in the Government's best interests.

C.13.2. Recoupments

~~C.13.2.1~~ The Contractor shall recoup Government funds and funds not properly collected at the time the prescription was dispensed in accordance with TOM, Chapter 10. Prescriptions subject to recoupment may be identified by the Government, or by the Contractor through its audit procedures. The Contractor is responsible to assist the Government in recouping any previous overpayment made to a provider by the TRICARE Pharmacy Program. This requirement is not limited by the dates of service under this contract.

~~C.13.2.2~~ This does not apply to the collection of debts resulting from the Contractor granting credit to beneficiaries under C.6.3.5. Such debts are not owed to the Government. Therefore, the Contractor's collection of unpaid copayments is at the Contractor's own risk utilizing practices separate and apart from any recoupment procedures under this contract.

~~C.13.2.3~~ The Contractor shall recoup from patients with retroactive eligibility changes identified by DMDC. These recoupments shall be reported under CDRL Q130.

C.13.3. TED Submission Requirements

~~C.13.3.1~~ The Contractor shall submit a TED record for each prescription processed to completion and each completed Clinical Review, in accordance with TSM, Chapter 2, and the TOM, Chapter 1. MTF claims (See C.5) and rejected electronic claims are excluded. Adjustments, cancellations, or corrections to TED records shall be made as required to ensure financial transactions are complete and correctly recorded in TED records by fiscal year and by bank account (i.e., Medicare Dual eligible or TRICARE only).

~~C.13.3.2~~ The Contractor must be able to adjust prior Contractors' TEDs as necessary.

~~C.13.3.3~~ The Contractor's adjustments to TED records shall not create any inaccuracies in the clinical record.

~~C.13.3.4~~ For electronic retail claims, the Contractor may hold the TED for 10 days to allow for reversals of non-complaint prescriptions (C.3.1.9). Claims reversed or cancelled within the 10 day hold period do not require a TED. Reversals processed after the date the TED was submitted will require an adjusted or cancelled TED record. All other claims must submit TEDs in accordance the TOM, Chapter 1.

~~C.13.3.5~~ The accuracy rate for TED edits shall not be less than:

C.13.3.5.1. 95% after six months of performance during the first option period; and

C.13.3.5.2. 99% after nine months and thereafter during the entire term of the contract.

SECTION C

STATEMENT OF WORK

~~C14.00~~ The Contractor shall provide reporting to the Government on TEDs processed for all relevant CLINs (CDRL Q090).

C.14. Management

C.14.1. Quality Management

~~C14.01~~ The Contractor shall provide a comprehensive Quality Management Plan (A050). The plan shall be reviewed and revised no less than annually or when changes are required.

C.14.1.1.1. The Contractor's plan shall incorporate a proactive and industry-leading quality management approach for all functions and requirements under this contract.

C.14.1.1.2. The Contractor's approach shall establish quality controls that meet the requirements in TOM Chapter 1, Section 4; TOM Chapter 23, Section 4, including reporting requirements (CDRL Q140 and CDRL M090).

C.14.1.1.3. The Contractor's plan shall address at least the following: pre-release testing processes, process mapping for all cases, self-inspection plan, continuous surveillance, continuous quality monitoring, continuous improvement, methods for prompt reporting, and methods for root cause analysis.

C.14.1.1.4. The Contractor's approach to quality management shall include the following:

- Promote proactive identification of potential issues, errors, and defects before they impact beneficiaries and other stakeholders
- Inform the Government within one business day of when an issue, error, or defect is identified
- Take available steps to mitigate the impact of the issue, error or defect
- Provide a corrective action plan and update the Government on a mutually agreed schedule until the issue is resolved, including all corrections
- Provide a long-term resolution to the issue and perform any required corrections
- Develop and implement procedures to ensure non-recurrence of issues, errors, and defects.

C.14.2. Contractor Training and Identification

~~C14.02~~ The Contractor shall ensure that its staff and any subcontractors are thoroughly trained and knowledgeable regarding the requirements of this contract.

~~C14.03~~ Contractor personnel and subcontractors shall identify themselves as contractors or subcontractors during meetings, telephone conversations, in electronic messages, or correspondence related to this contract.

~~C14.04~~ Contractor personnel shall be clearly identifiable while on Government property by wearing appropriate badges.

SECTION C

STATEMENT OF WORK

~~C.14.2.1~~ Contractor personnel, while performing in a contractor capacity, shall not use their retired or reserve component military rank or title in any written or verbal communications associated with the contract under which they provide services.

~~C.14.2.2~~ The Contractor shall avoid any action or statement that is inconsistent with the requirements of this contract.

~~C.14.2.3~~ The Contractor shall provide to the CO an updated management organizational chart identifying key personnel at the post-award conference. The Contractor shall notify the Government in advance of any changes to key personnel and provide an updated organizational chart to reflect the change. Updated organizational charts shall also be provided in the event of a change in the management structure.

C.14.3. The Contractor shall monitor and log operational issues and provide updates of this log for recurring meetings with the Government (CDRL W040).

C.14.4. The Contractor shall monitor performance across all major areas of performance under the contract in accordance with CDRL M010.

C.14.5. The Contractor shall coordinate with the CO or COR no less than five business days prior to meeting with any DoD personnel, including the Military Services or Government Contractors in support of DoD. Such coordination will include sharing a list of attendees and tentative agenda of the topics to be discussed. The Contractor shall also provide an after-action summary/minutes documenting what was discussed and any materials provided by the Contractor.

C.14.6. No less than quarterly, the Contractor shall plan and conduct meetings with the Government to review progress and status of activities under the Contract. Meetings shall be held at a mutually agreed upon location. The final agenda and meeting materials shall be provided no less than five business days in advance of the meeting.

C.14.7. Within five business days after any meeting with the Government, the Contractor shall provide minutes and action items to the COR.

~~C.14.7.1~~ The Contractor shall provide the Government with licenses to Medispan and First Data Bank (FDB) for purposes of calculating the Cost Control Incentives (see Section H). At a minimum, access to the FDB Core Package should be included. The Government anticipates up to (b) (4) users for FDB and (b) (4) users for Medispan.

C.14.8. The Contractor shall provide a version of the contract that is releasable under the Freedom of Information Act in accordance with CDRL A010.

C.14.9. The Contractor shall maintain standard operating procedures (SOP) documents for areas of contract performance that may have complex and variable processes that need to be communicated to stakeholders. SOPs should include, but are not limited to: Emergency Declarations, Drug Recalls, Deployed Prescription Program, Prescription Monitoring Program, Other Health Insurance, and PDMP. SOPs shall be developed during transition, in collaboration

SECTION C

STATEMENT OF WORK

with the Government, and shall be added and updated as necessary throughout the period of performance. SOPs shall be made available to the Government in accordance with C.14.13.

C.14.10. Continuity of Operations

~~C.14.10.~~ The Contractor shall develop a Continuity of Operations Plan (COOP) that meets the requirements in TSM, Chapter 1, Section 1.1. Additionally, the plan shall address how all contract services will be restored after an emergency event. This includes both situations of both short or long duration and disruptions internal and external to the Contractor. The COOP shall be written to meet all performance standards established in this contract, including the restoration of critical functions within 24 hours. At minimum, critical functions includes real time claims processing. The COOP shall be delivered to the Government prior to the start of pharmacy services. The plan shall be reviewed annually and an updated version provided to the Government prior the start of each subsequent option period. (CDRL A030) The disaster recovery plan established in the COOP shall also be tested and results provided to the Government in accordance with the requirements established in the TSM (CDRL A031).

C.14.11. Clinical Support Agreements. Clinical Support Agreements (CSAs) may be used to optimize MTF pharmacies, as described in TOM, Chapter 15, Section 3. The Contracting Officer will incorporate CSAs via bilateral modification.

C.14.12. At the request of the Government, the Contractor shall provide additional reports to support benefit design review and evaluation. The Contractor shall deliver these results in the format and method specified by the Government (CDRL R030).

C.14.13. Contractor Maintained Documents. The Contractor shall maintain an online repository that is readily accessible to identified government users for purposes of contract oversight. In this location, the Contractor shall maintain current and archived versions of SOPs, technical documentation (including interface control documents, payer sheets, etc.), benefit design documents and drug lists, beneficiary communication templates, training documents, and other item listed in this contract or as otherwise requested. All documents shall include the date they were most recently updated. Archived versions shall include effective dates and be clearly distinguishable from the versions currently in use.

C.15. Contract Transition

C.15.1. Transition-In.

~~C.15.1.~~ Contract transition-in shall be conducted in accordance with the TOM, Chapter 23 and the following.

~~C.15.1.~~ The Contractor shall complete all transition-in efforts in accordance with the Transition-In Plan (CDRL T010), and be prepared to begin delivery of services in accordance with Section F of this contract. Transition-in efforts shall be completed prior to the applicable start of pharmacy services under this contract and shall include:

- Connectivity to all required government systems.
- Complete testing and certification that development is complete and systems are

SECTION C

STATEMENT OF WORK

functional for successful interaction with the all required government systems.

- Successful completion of integration, benchmark, and stress testing for all systems. Initial testing shall include but is not limited to all required financial transactions such as tracking transactions by fiscal year, voided, stale-dated or reissued checks, adjustment and cancellation TEDs, and recording and reporting collections. Significant issues experienced in testing may require that the Contractor repeat the tests to confirm that the appropriate corrections are in place. Exit criteria will be determined by the Government. The COR or other designated authority will certify the successful completion of integration, stress, and benchmark testing.
- Successful load of Automated Data Processing (ADP) and any other data from the Outgoing Contractor or DHA, including but not limited to:
 - TRICARE Encounter Provider Files (TEPRV)
 - PA/MN Files
 - TMOP Open Refill File
 - Prescription Monitoring Program Restrictions
 - Data in support of Deployed Prescription Program
 - Program Integrity Files

C.11.1 In addition to the requirements in TOM Chapter 23, Section 5, the Contractor's transition-in plan shall include the following:

- An overview of requirements
- Critical path and milestones
- Identification of risks, both overall and with reference to specific requirements and milestones. The plan shall include risks classified as moderate or above and their categorization. The Government may identify additional risks for the Contractor to address in their plan.
- Risk management strategies to be applied.

C.11.2 Throughout transition, the Contractor shall provide weekly reports on the status of transition relative to the transition plan (CDRL T020).

C.11.3 The Contractor shall arrange/attend meetings with the Government and/or external agencies in support of all requirements under this contract, including the establishment of all systems interfaces necessary to meet the requirements of the contract including but not limited to the PDW, DMDC, DHA/TEDS, MTFs, TMDS, and CHDR. This will include integration testing meetings on each business day during transition-in or as otherwise directed by the Government, beginning at a date determined by the Government.

C.11.4 During contract transition-in, the Contractor shall estimate to DMDC of projected DEERS query volume over the period of performance. These estimates shall be provided in accordance with CDRL A090.

C.11.5 The Contractor shall complete the required B2B questionnaires during transition and shall obtain Government approval prior to receiving authorization to connect to any Government system (including test systems and environments). (See C.11.4)

SECTION C

STATEMENT OF WORK

~~C.11.12~~ The Contractor shall support all required testing activities during the transition period (See C.11.14).

~~C.11.13~~ During transition, the Contractor shall coordinate the implementation of new MHS GENESIS sites with Outgoing contractor (See C.11.7.4).

~~C.11.14~~ At the Transition meeting between the incoming and outgoing Contractors and the Government representatives, contractors shall mutually agree to a run-off schedule for all processes not occurring in real-time, including but not limited to clinical reviews, paper claims, TMOP prescription processing and beneficiary correspondence.

~~C.15.11~~ The Contractor shall retain and use the TRICARE Encounter Provider record (TEPRV) provider numbers previously established by the outgoing Contractor for all TED submissions (TSM, Chapter 2, Section 1.2).

~~C.15.12~~ As part of transition efforts, the Contractor shall provide formulary support materials as described in C.7.2.1 in support of the first P&T meeting after go-live.

~~C.15.13~~ The Contractor shall review its proposed OHI process with the Government during contract transition-in (see C.2.9).

~~C.15.14~~ In the transition period, the Contractor shall support pre-implementation activities for any site scheduled to deploy MHS GENESIS within six months of the start of pharmacy services. The Contractor shall begin data analysis and training and education efforts for MHS GENESIS six months before a site is scheduled to deploy.

~~C.15.15~~ Performance-Based Transition-In Milestones. Successful completion of a performance-based transition-in milestone consists of the Contractor meeting the stated objectives established and verification by the Government. These milestones and their completion criteria are listed below. Achievement of each transition-in milestone triggers a performance-based payment comprising a percentage of the total transition-in price, as described in Section G.

| Milestone | Completion Criteria |
|---|--|
| Approach to DPP | Acceptance of technical approach by Government |
| Approach to OHI | Acceptance of technical approach by Government |
| Approach to Specialty | Acceptance of technical approach by Government |
| B2B Questionnaire - Initial | Approved; covers at minimum DEERS and TEDS |
| B2B Questionnaire - Final | Approved; covers all required interfaces |
| Benchmark Testing | Completion of benchmark testing, with all findings addressed |
| DEERS Volume Estimates | Acceptance of Estimates |
| Formulary Search Tool Mock-up Previewed | Gov't reviews & validates it meets requirements |
| MOU with DHA Communications | Fully executed MOU |
| MTF Help Desk SOPs | Accepted by the Government |

SECTION C
STATEMENT OF WORK

| Milestone | Completion Criteria |
|----------------------------------|---|
| NIST Checklist | Submission of complete System Security Plan and checklist, certifying NIST compliance (See Section H) as well as confirmation that Basic Assessment has been posted to Supplier Performance Risk System (SPRS) (See DFARS 252.204-7020) |
| Post Award Conference/Transition | Completion of meeting |
| Quality Management Plan | Acceptance of plan; meets requirements |
| Run-off and/or Cutover Plans | Government acceptance of plans |
| Website Mock-up previewed | Approval by Government; meets requirements |

Transition-in Mailings

C.15.1.16.1. The Contractor shall, in coordination with the outgoing Contractor, identify beneficiaries who, during the six months prior to the letter mailing date, used pharmacies that are not in the Contractor's pharmacy network. The incoming Contractor will inform these beneficiaries by letter that the pharmacy they previously used is no longer in the retail pharmacy network and provide information that enables the beneficiary to identify network pharmacies. This letter will be mailed so that beneficiaries will receive it 30 to 40 days prior to the start of pharmacy services.

C.15.1.16.2. The Contractor shall mail notices to beneficiaries who have filled prescriptions at TMOP or a retail pharmacy, during the six months prior to the mailing date. The letter shall include, at a minimum, the information required under the notice in C.9.3.2.

C.15.1.16.3. At the direction of the Government, the incoming Contractor shall mail letters to beneficiaries identified by the Government to communicate changes to the benefit during contract transition-in.

C.15.1.16.4. The incoming Contractor shall establish MOUs with internal and external DHA partners at the direction of the Government, or as the Contractor otherwise deems necessary to meet the requirements of the contract, including necessary cooperation, system interfaces, exchange of information, and POCs for such things as program integrity issues, case management (including coordination of care for patients who receive specialty pharmacy or home infusion services), third-party liability and claims jurisdiction issues. All MOUs are subject to annual review and update, as required, by the Contractor. At minimum, the Contractor shall establish MOU with the following:

- DHA Communications (CDRL A020)
- DHA Managed Care Support Contractors (CDRLs A023 & A024)
- DHA Compliance Review Contractor (CDRL A025)
- Transition-In MOU (CDRL R120)
- DHA Information Operations (Pharmacy Data Warehouse) (CDRL A021)
- DHMSM/MHS GENESIS Contractor (CDRL A022)

The Contractor will notify the Government of any additional MOUs that are required so numbers may be assigned for submission of deliverables.

SECTION C STATEMENT OF WORK

C.15.2. Contract Transition-Out

C.15.2.1. The Contractor shall complete contract transition-out in accordance with the TOM, Chapter 23, and the following activities.

C.15.2.2. Upon award of any subsequent contract, the Contractor shall support transition activities of the incoming Contractor with minimal disruption of services to the beneficiaries. The Outgoing Contractor shall execute an MOU with the Incoming Contractor. All points of beneficiary contact shall provide outgoing messaging with the Incoming Contractor's contact information for no fewer than 45 days after the start of service delivery under the successor contract.

C.15.2.3. The Outgoing Contractor shall provide the Incoming Contractor with all applicable versions of the benefit design (see C.7.3), with effective dates, for the final two years of this contract. The Outgoing Contractor shall also provide an OHI data file.

C.15.2.4. The Contractor shall submit a Transition-Out Plan (CDRL T030) and regular status reports (CDRL T040).

C.15.2.5. The Contractor shall maintain sufficient qualified staff to meet all requirements of the contract, including beneficiary services and final processing of all pending claims including TED reporting requirements.

C.15.2.6. The Contractor's transition-out activities will be coordinated through the Government.

C.15.2.7. The Outgoing Contractor shall send a notice to all eligible beneficiaries who have used pharmacy services in the previous 12 months. The Government shall provide the new Contractor's information and POC to the Outgoing Contractor at least 120 calendar days prior to the end of the final option period of this contract. The notice will provide the new Contractor's information and points of contact (mailing addresses, email addresses, and phone numbers). The notice shall be sent 95 calendar days prior to the end of this contract.

C.16. Contractor Offered Services, Methodologies and Techniques

C.16.1. Subject Matter Expertise

C.16.1.1. The Contractor will support evaluation of initiatives that impact and/or potentially change the TRICARE Pharmacy benefit. This includes but is not limited to (b) (4) collaboration with the POD (b) (4) regarding such pharmacy initiatives.

C.16.1.2. In cooperation with the POD, the Contractor will deliver (b) (4) for this type of cooperative effort. The Contractor will track and report to the Government the (b) (4).

C.16.2. Formulary Benefit Design Solutions

C.16.2.1. Consistent with requirements at C.7.2, the Contractor will provide solutions (b) (4) to support DoD Formulary and Benefit Design recommendations. The Contractor will provide:

SECTION C STATEMENT OF WORK

- Trend reporting (b) (4)
- Compound claims report(s) with evidence-based recommendations which focus on (b) (4)
- Drug maintenance report(s) providing visibility to (b) (4)
- Programs designed to promote adherence and appropriate drug-therapy utilization (b) (4)
- Advanced Opioid Management programs which provide (b) (4) for those already suffering from opioid use disorder.
- Advanced Healthcare Analytics to identify (b) (4)

C.16.3. Safety and Enhanced Care Services. Consistent with the requirements listed in C.7.8, the Contractor will provide:

C.16.3.1. Enhanced customer services through access of clinical care professionals (b) (4)

Access to clinical care professionals shall be available to all beneficiaries regardless of their POS, for conditions including but not limited (b) (4)

Beneficiaries will be able to contact a clinical care professional through (b) (4)

Inquiries will be responded to within (b) (4) and (b) (4)

Additionally, clinical care professionals shall (b) (4) messages through a variety of (b) (4)

The goal of these services shall be to ensure safety and effectiveness, improve outcomes, and reduce costs. The clinical care team shall (b) (4)

C.16.3.2. The contractor will provide access to an on-demand data (b) (4)

This data (b) (4) will be fully accessible to the Government (b) (4). The contractor will provide (b) (4) to DHA and MHS designees initially. (b) (4)

The Contractor will provide training to a core group of (b) (4) users (b) (4)

C.16.3.3. The Contractor will provide enhanced service (b) (4) to collect and analyze data needed to identify and manage the appropriate use of medications and treatment regimens for both specialty and non-specialty medications to achieve measurable outcomes and cost control.

This service will:

SECTION C STATEMENT OF WORK

- Provide a dedicated (b) (4).
- Allow DHA to see data (b) (4).
- Provide (b) (4) visibility to actions taken to support (b) (4) and improve outcomes (b) (4).
- Promote coordination of care (b) (4).
- Coordinate (b) (4) with the beneficiary.
- Support clinical improvement opportunities (b) (4).

C.16.4. Routine PA Analytics

C.16.4.1. Consistent with requirements listed in C.8.7 the Contractor will provide a solution to facilitate (b) (4) and improvement of clinical review criteria (b) (4). This solution will identify (b) (4) elements that may be available from (b) (4) that can be accessed through (b) (4). The contractor will review (b) (4) clinical review criteria at least (b) (4). This solution will support (b) (4), identify cases most likely to (b) (4) and automatically (b) (4) as appropriate.

C.16.5. Telepharmacy

C.16.5.1. Consistent with customer service requirements in C.9.1, the contractor will provide beneficiary telepharmacy (b) (4) for care coordination services. Telepharmacy, specifically for care coordination is intended to achieve outcomes related to the cure or prevention of a disease, elimination or reduction of symptoms, or slowing the disease progress.

C.16.6. Customer Service Support (b) (4)

C.16.6.1. Consistent with tasks listed at C.9, the contractor will provide an (b) (4) to assist in conversations with beneficiaries. This tool will (b) (4) to better serve the beneficiary with (b) (4) and improve overall performance. This tool will also (b) (4) further enhance the caller's experience.

C.16.7. Access for Beneficiaries' Caregivers

C.16.7.1. Consistent with C.9.4.5, the contractor will provide caregiver access for beneficiaries requiring assistance with managing prescription needs. (b) (4)

C.16.8. (b) (4) Coverage Review

C.16.8.1. Consistent with C.11.15.2, the contractor shall provide a solution which improves turnaround time and minimizes beneficiary disruption (b) (4)

SECTION C
STATEMENT OF WORK

(b) (4) The solution will be able to pull data from (b) (4)
as well as any (b) (4)
relevant to the PA which will (b) (4)

(End of Section C)

SECTION D
PACKAGING AND MARKING

D.1. Packaging and Marking.

D.1.1. Compliance with Laws. Preservation, packaging, and marking for all prescription pharmaceuticals delivered hereunder shall be in accordance with applicable Federal and State laws.

D.1.2. Packaging of Pharmaceuticals for Delivery. All prescription pharmaceuticals delivered by the Contractor's mail order pharmacy or other pharmacy shall be adequately packaged and packed to ensure safe, undamaged delivery to the beneficiary. Packaging must minimize pill breakage and protect pharmaceuticals from damage from environmental and handling conditions (i.e. temperature, humidity, light, pressure, impact) which can be reasonably anticipated during postal or commercial shipping processes.

D.1.3. Packaging of Deliverables. Any reports, electronic media, and other products furnished by the Contractor that cannot be delivered by electronic means shall be adequately packaged and packed to ensure safe delivery at destination. All products must be clearly marked to identify the contents, the sender, and the individual/office to which they are being sent. Extra care shall be taken in packaging electronic media to protect against damage, and to ensure that any electronic media will not become separated from the routing markings. Such reports and other products to be furnished are to be shipped via a method that provides for acknowledgment of receipt. The Contractor shall retain such receipts. Shipments containing electronic media shall be marked as such and shall include the statement "Do Not X-Ray."

D.1.4. Labeling. The Contractor shall include the contract number on all products to be furnished under the contract. The terms of this paragraph do not apply to Contractor shipments to beneficiaries.

D.2. Inclusions. Each package, report or other deliverable shall be accompanied by a letter or other document which includes the following identification.

D.2.1. Contract Number. Identifies the contract by number under which the item is being delivered.

D.2.2. CDRL Item Number. Identifies the Contract Data Requirements Lists (CDRL) Item Number or report requirement which requires the delivered item(s).

D.2.3. Partial or Full Satisfaction. Indicates whether the Contractor considers the delivered items represent partial or full satisfaction of the requirement.

(End of Section D)

SECTION E
INSPECTION AND ACCEPTANCE

E.1. Clauses.

FAR 52.246-4 Inspection of Services–Fixed Price (AUG 1996)

E.2. Inspection. Inspections may be conducted electronically or by physical inspection. Inspections will be performed at the Defense Health Agency, the Contractor's and/or subcontractor's facilities, or any other locations at which work is performed. Inspection of services and/or supplies provided hereunder will be accomplished by the Contracting Officer's Representative (COR) or his/her designee(s).

E.3. Acceptance.

E.3.1. TEDS Records. The acceptance process for the listed claims/pharmacy transactions are performed by the TEDS at the batch header/individual TEDS record level. Acceptance will be accomplished by individual TEDS record.

- Retail Network Claims (to include Direct Member Reimbursements)
- Network Specialty Claims
- Mail Order Pharmacy, Prescription Fill (and specialty services)
- Clinical Prior Authorization and Medical Necessity Reviews

E.3.2. Other Records. Acceptance or rejection of services other than those submitted with a TED record, provided under the terms and conditions of this contract, will be accomplished by the Government using a DD250, Material Inspection and Receiving Report. The DD250s shall be submitted to the Government only after the Contractor has accomplished the required services.

E.3.3. Contract Transition-In and Contract Transition-Out. The Contractor shall submit a separate DD250, Material Inspection and Receiving Report, to the Government after accomplishing each of the required contract transition-in requirements listed in C.15.

E.4. Quality Assurance Surveillance Plan (QASP). The Government will utilize a QASP to facilitate contract surveillance.

(End of Section E)

SECTION F DELIVERIES OR PERFORMANCE

F.1. Contract Clauses.

FAR 52.242-15 Stop-Work Order (AUG 1989)

F.2. Period of Performance.

F.2.1. Transition-In. The Base Period of Performance (PoP) is 15 months and one week (September 23, 2021 to December 31, 2022) and will begin upon receipt of notice to proceed. The Contractor shall begin contract transition-in activities and complete specific activities by the timelines specified in Section C of this contract and the TRICARE Operations Manual (TOM) Chapter 23, Section 5. The Contractor shall also complete contract transition-in activities by the date specified in the Contractor's transition-in plan. In the event there is a conflict or overlap of dates/timelines between this contract, TRICARE Manuals, and the Contractor's transition-in plan, the dates/timelines specified in this contract take precedence. The Contractor shall make every effort to coordinate the dates accordingly and shall promptly notify the Contracting Officer and Contracting Officer's Representative if a conflict of dates arises.

F.2.2. Full Performance. Option periods one through seven will be 12 months each beginning on the next calendar day following the base period or completed option period, if exercised. The option periods identified herein are hereby defined as the period in which pharmacy services will be delivered to TRICARE beneficiaries. The start of pharmacy services delivery is the first day of option period 1; no pharmacy services delivery will be performed during transition-in. To meet the requirements for pharmacy services delivery for a given period, the Contractor will perform incidental administrative tasks associated with the given pharmacy service delivery period beyond that period (e.g. transfers, bank account close-out, etc.).

F.2.3. Transition-Out. When services under this contract are (or scheduled) to be discontinued, a contract transition-out period will be exercised concurrent with one of the pharmacy services delivery periods. The Contractor will begin contract transition-out activities upon exercise of the contract transition-out Contract Line Item Number (CLIN) and complete such activities within the timelines specified in TOM Chapter 23, Section 5 and Section C. All contract transition-out activities shall be accomplished no later than 270 days after the start of pharmacy services delivery by the incoming Contractor(s).

F.3. Reports and Plans – Contract Data Requirements List (CDRL). The Contractor shall electronically submit all CDRL items in accordance with each CDRL. The Contractor shall submit all CDRL items in the format specified on the CDRL. If no format is specified, the Contractor may use any format compatible with the Microsoft Office Suite, Adobe PDF, or an alternate format approved by the Government.

- Unless otherwise specified in this section, all CDRL items shall be submitted to the Government via the E-commerce Extranet (Attachment J-3, Line 12). See TOM, Chapter 14 for report submission requirements. If the CDRL's due date falls on a weekend or holiday, the Contractor shall submit on the following business day.
- Reports containing PII or PHI shall be submitted through the E-commerce Extranet into the appropriate slot that has been designated for PHI/PII.

SECTION F DELIVERIES OR PERFORMANCE

- Reports shall contain sufficient data to allow the Government to calculate percentages independently. Reported percentages shall be rounded to two decimal places.

F.3.1. Training. Within 30 days of the start of transition, the incoming Contractor shall schedule a time and date to receive initial training from the Government on the submission of deliverables. Additional training for new users will be provided throughout the contract upon request.

F.3.2. Administrative Requirements. All reports shall include definitions (including examples, if applicable) of key terms, the reporting period, date the report was created, descriptions of methodology used when applicable, and a change log capturing any report modifications.

F.3.3. Accuracy. The Contractor is accountable for assuring that reports contain accurate and complete data. Upon identification of any errors following initial submission, the Contractor shall notify the Government within two business days and provide updated corrected reports within thirty days unless otherwise approved by the Government. The Contractor shall identify to the Government upon discovery the specific data to be corrected and provide an explanation for the initial error. The Contractor shall prepare written procedures describing the source of information as well as the specific steps followed in the collection and preparation of data for each report. All reports must be accompanied with data, documentation and audit trails sufficient to support and validate the reported information. The reports shall be titled as listed. The Contractor shall submit a negative report if there is no data to report.

F.3.4. Usability. The Contractor shall review proposed CDRL formats with the Government during Contractor transition to ensure the report fulfills the Government's intended use. The Government also reserves the right to request additional changes to a CDRL after the first submission.

F.3.5. Contract Data Requirements List (CDRL). The following is a list of the CDRLs the Contractor is required to complete and submit in accordance with the guidance provided above:

F.3.5.1. Daily.

D010 Mail Order Daily NDC Change Requests Report (Rev 10122022)
D020 MTF CHCS Claims Rejection Detail Report (Rev on 3/01/2023)
D030 Contractor Payment Check Issue Data
D040 Retail Pharmacy Claims (RPC) Data Requirements

F.3.5.2. Weekly.

W010 Mail Order Rebaseline and Continuous Monitoring Approval Report (Rev 10122022)
W011 Specialty Pharmacy Rebaseline and Continuous Monitoring Approval Report (Rev 10122022)
W012 Mail Order Backorder Report
W020 MTF CHCS Data Integrity Report - High Dose & Invalid Provider (Rev on 3/01/2023)
W021 MTF CHCS High Cost Claim Report (Rev on 3/01/2023)
W030 MHS GENESIS Drug Reject Report
W040 Operations Issues Log (Rev 02162022)

F.3.5.3. Monthly.

SECTION F

DELIVERIES OR PERFORMANCE

M010 TPharm Contract Performance Summary
 M020 Call Center Top Issues Report
 M030 Priority Correspondence Report
 M040 Retail Network Pharmacy Report
 M041 Retail Network Pharmacy Access Report
 M050 TPharm Metric Summary Report (Rev 10122022)
 M060 Pharmacy Transactions Processing Report
 M070 MTF CHCS Claims Rejection Summary Report
 M071 MTF CHCS Data Integrity Summary Report - High Dose & Invalid Provider (Rev on 3/01/2023)
 M072 MTF CHCS High Cost Claim Summary Report (Rev on 3/01/2023)
 M080 HIPAA Privacy Disclosure Report
 M090 Pharmacy Claims Audit Report
 M100 Deployment Prescription Program Report
 M110 Replenishment Reconciliation Report Claims (Rev 12212021)
 M111 Replenishment Reconciliation Report - NDC Level (Rev 12212021)
 M120 Expanded Mail Order and MTF Report
 M130 Auto Refill Dashboard
 M140 Market Priced Pharmaceutical Program Report (Rev on 3/01/2023)
 M150 Theater Medical Data Store (TMDS) Claims Processing Report (Rev 12032021)
 M160 Bank Reconciliation Format (Rev 12032021)
 M170 Accounts Receivable Reports
 M180 Bank Cleared Payment Report
 M190 Bank Account Statement Report
 M200 Benefit Design and Formulary Search Tool Changes (Rev on 3/01/2023)
 M210 Compound Prescription Report (Rev 10122022)
 M220 PDMP MHS User Overview Report
 M230 Prescription Monitoring Program Report MTF (Rev 12162021)
 M231 Prescription Monitoring Program Report MCSC (Rev 12162021)
 M240 Retail Refund Dispute Report
 M250 Employee Access to DoD Information Systems/Networks Report

F.3.5.4. Quarterly.

Q010 Clinical and Admin Review Report (Rev 03232022)
 Q020 Beneficiary Services Report
 Q030 Pharmacy Help Desk Report (Rev 12212021)
 Q040 Mail Order Pharmacy Prescription Report (Rev on 3/1/2023)
 Q041 Mail Order Pharmacy Reship Report
 Q042 Mail Order Quality Control Report
 Q050 Paper Claims Processing Report (Rev 10122022)
 Q060 Prescription Monitoring Program Utilizer Report (04112022)
 Q061 Prescription Monitoring Program Overview Report (04112022)
 Q070 Safety and Enhanced Care Services Report (Rev 10122022)
 Q080 EOB Report
 Q090 TED Summary Report
 Q100 Fraud and Abuse Summary Report
 Q110 Other Health Insurance (OHI) Identification and Development Report

SECTION F DELIVERIES OR PERFORMANCE

Q111 OHI Cost Avoidance Report
 Q120 CHCBP Monitoring Report
 Q130 Eligibility Recoupment Status Report
 Q140 Quarterly Review Program Report
 Q150 Specialty Pharmacy Services Report (Rev 10122022)
 Q160 Educational Update Report
 Q170 Market Drug Trend Report
 Q180 Specialty Pharmacy Accreditation Performance Guarantee Report (Rev 12232021)
 Q190 Network Pharmacy Performance Report (Rev 12232021)
 Q200 NPV Fulfillment Performance Report (Rev 12232021)

F.3.5.5. Annual.

A010 FOIA Releasable Contract
 A020 MOU with DHA Communications
 A021 MOU with DHA Information Operations (Pharmacy Data Warehouse) (Rev 12032021)
 A022 MOU with MHS GENESIS Contractor
 A023 MOU with MCSC - East Region
 A024 MOU with MCSC - West Region
 A025 MOU with DHA Compliance Review Contractor
 A030 Continuity of Operation Plan
 A031 Disaster Recovery Test Results (Rev 02272022)
 A040 NIST Certification of Compliance Report
 A050 Quality Management Plan
 A060 Service Organization Control Report (SOC1) SSAE 18 (Rev 02092022)
 A061 Bridge Letter on Service Organization Control Report (SOC1) SSAE 18 (Rev 02102022)
 A070 Risk Assessment Letter of Assurance
 A080 Fraud Detection and Prevention Strategy and Internal Procedures
 A090 DEERS Query Volume Forecast (Rev 10122022)
 A100 Education Plan
 A110 Retail Network Access Plan
 A120 System Security Plan
 A130 Health and Safety Gaps Closure Report (Rev 122321)
 A140 Latent Replenishment Owed Approval Report (Initial 3/01/2023)

F.3.5.6. As Required.

R010 NPV Discrepancy Report
 R020 Pharmacy Change Monitoring Report
 R030 Ad Hoc Management Reports
 R040 Appeals Processing Guidelines, Desk Instructions and Reference Material
 R050 Breach Report
 R060 Standard Operating Procedures (Desk Procedures)
 R070 State of Emergency Report
 R080 Random Sampling Audit Worksheet
 R090 Fraud Abuse Patient Harm-Initial Notification Checklist
 R100 DHA-MTF Fraud and Abuse Cover Sheet
 R110 Declaration of Transfer and Destruction of Records
 R120 Transition-In MOU

SECTION F DELIVERIES OR PERFORMANCE

R121 Transition-Out MOU
R130 Specialty Pharmacy Daily NDC Change Requests Report (Rev 10122022)
R140 Specialty Market Priced Pharmaceutical Program Report (Rev on 3/01/2023)
R150 Systems Integration Test Plans
R160 B2B Gateway Questionnaire
R170 Mission-Essential Contractor Services Plan
R180 MOU with TMEP Contractor

F.3.5.7. Transition.

T010 Transition-In Plan
T020 Transition-In Status Report
T030 Transition-Out Plan
T040 Transition-Out Status Report

F.4 Delivery Schedule – Contract Changes

F.4.1 MHS GENESIS Transition – Loading Prior Authorization and Medical Necessity

At the Government’s direction, the Contract will load PA and MN overrides timely, so that existing beneficiaries will receive medication (requiring overrides) at the following MTF pharmacies transitioning to MHS GENESIS without interruption, per C.8.10.2.2.3.

| <u>Final Five GENESIS PA/MN Load Support</u> | | | | <u>Quantity Limit (QL) Load Spt</u> | |
|--|---------------------|-----------------|------------------------|-------------------------------------|--|
| <u>Wave / Site(s)</u> | <u>Modification</u> | <u>Sub-CLIN</u> | <u>Completion Date</u> | <u>Fielding</u> | <u>Govt QL Listing</u> |
| | | | | <u>Go-Live</u> <u>Date</u> | <u>Est Due Date</u> <u>(45 Days Before</u> <u>Start)</u> |
| Portsmouth/Drum | P00006 | 1023AA | Jan, 2023 | 21-Jan-23 | Immediate |
| Reed/Belvoir | P00006 | 1023AA | Mar, 2023 | 25-Mar-23 | Immediate |
| Wright Patterson | P00006 | 1023AA | Jun, 2023 | 3-Jun-23 | 19-Apr-23 |
| Landstuhl/Lakenheath | P00006 | 1023AA | Sept, 2023 | 23-Sep-23 | 9-Aug-23 |
| Guam/S. Korea & Okinawa | P00006 | 1023AB | Dec, 2023 | 28-Oct-23 | 13-Sep-23 |

(End of Section F)

SECTION G CONTRACT ADMINISTRATION

G.1. Contract Clauses.

DFARS 252.204-7006 BILLING INSTRUCTIONS (OCT 2005)

DFARS 252.232-7006 WIDE AREA WORKFLOW PAYMENT INSTRUCTIONS (DEC 2018)

(a) *Definitions.* As used in this clause—

“Department of Defense Activity Address Code (DoDAAC)” is a six position code that uniquely identifies a unit, activity, or organization.

“Document type” means the type of payment request or receiving report available for creation in Wide Area WorkFlow (WAWF).

“Local processing office (LPO)” is the office responsible for payment certification when payment certification is done external to the entitlement system.

“Payment request” and “receiving report” are defined in the clause at Electronic Submission of Payment Requests and Receiving Reports.

(b) *Electronic invoicing.* The WAWF system provides the method to electronically process vendor payment requests and receiving reports, as authorized by Defense Federal Acquisition Regulation Supplement (DFARS) Electronic Submission of Payment Requests and Receiving Reports.

(c) *WAWF access.* To access WAWF, the Contractor shall—

(1) Have a designated electronic business point of contact in the System for Award Management at <https://www.sam.gov>; and

(2) Be registered to use WAWF at <https://wawf.eb.mil/> following the step-by-step procedures for self-registration available at this web site.

(d) *WAWF training.* The Contractor should follow the training instructions of the WAWF Web-Based Training Course and use the Practice Training Site before submitting payment requests through WAWF. Both can be accessed by selecting the “Web Based Training” link on the WAWF home page at <https://wawf.eb.mil/>

(e) *WAWF methods of document submission.* Document submissions may be via web entry, Electronic Data Interchange, or File Transfer Protocol.

(f) *WAWF payment instructions*. The Contractor shall use the following information when submitting payment requests and receiving reports in WAWF for this contract or task or delivery order:

(1) *Document type*. The Contractor shall submit payment requests using the following document type(s):

(i) For cost-type line items, including labor-hour or time-and-materials, submit a cost voucher.

(ii) For fixed price line items—

(A) That require shipment of a deliverable, submit the invoice and receiving report specified by the Contracting Officer.

The Contractor shall use Invoice as 2 In 1 (DD250 Form).

(B) For services that do not require shipment of a deliverable, submit either the Invoice 2in1, which meets the requirements for the invoice and receiving report, or the applicable invoice and receiving report, as specified by the Contracting Officer.

The Contractor shall use Invoice as 2 In 1 (DD250 Form).

(iii) For customary progress payments based on costs incurred, submit a progress payment request.

(iv) For performance based payments, submit a performance based payment request.

(v) For commercial item financing, submit a commercial item financing request.

(2) Fast Pay requests are only permitted when Federal Acquisition Regulation (FAR) 52.213-1 is included in the contract.

[Note: The Contractor may use a WAWF “combo” document type to create some combinations of invoice and receiving report in one step.]

(3) *Document routing*. The Contractor shall use the information in the Routing Data Table below only to fill in applicable fields in WAWF when creating payment requests and receiving reports in the system.

Routing Table:

| Field Name in WAWF | Data entered in WAWF |
|---------------------------|----------------------|
| Pay Official DoDAAC | HT0010 |
| Issue By DoDAAC | HT9402 |
| Admin DoDAAC | HT9402 |
| Inspect By DoDAAC | |
| Ship To Code | HT9402 |
| Ship From Code | 1WPW1 |
| Mark For Code | |
| Service Approver (DoDAAC) | |
| Service Acceptor (DoDAAC) | HT0066 |
| Accept at Other DoDAAC | HT9402 |
| LPO DoDAAC | |
| DCAA Auditor DoDAAC | |
| Other DoDAAC(s) | |

(4) *Payment request.* The Contractor shall ensure a payment request includes documentation appropriate to the type of payment request in accordance with the payment clause, contract financing clause, or Federal Acquisition Regulation 52.216-7, Allowable Cost and Payment, as applicable.

(5) *Receiving report.* The Contractor shall ensure a receiving report meets the requirements of DFARS Appendix F.

(g) *WAWF point of contact.*

(1) The Contractor may obtain clarification regarding invoicing in WAWF from the following contracting activity's WAWF point of contact.

The Contractor may obtain clarification regarding invoicing in WAWF from the DHA/CRM Accounting Technician assigned to their contract.

(2) Contact the WAWF helpdesk at 866-618-5988, if assistance is needed.

(End of clause)

G.2. Contract Administration. The Defense Health Agency (DHA), Managed Care-Contracting Division (MC-CD) will perform contract administration, except as delegated to other Government agencies by the DHA Contracting Officer. The Contractor will be provided a copy of all delegations of administration functions. The following individuals will be the Government points of contact during the performance of this contract.

G.2.1. Contracting Officer. The Contracting Officer is responsible for the administration of this contract and is solely authorized to take action on behalf of the Government that may result in

changes to the terms of this contract, including deviation from section C. The Contracting Officer for administration of this contract is:

Contracting Officer
Defense Health Agency
Managed Care Contracting Division
16401 East Centretch Parkway
Aurora, CO 80011-9066

G.2.2. Contracting Officer's Representative. The Contracting Officer will designate a Contracting Officer's Representative (COR) in writing. The Contractor will be provided a copy of COR appointment. The written appointment will delineate the scope of authority of the COR.

G.2.3. Government Payment Office.

Defense Health Agency
ATTN: Contract Resource Management (CRM) – Accounting Office
16401 E. Centretch Parkway
Aurora, CO 80011-9066

G.3. Billing Instructions.

G.3.1. Electronic Payment Support & Documentation for WAWF.

G.3.1.1. Payment support. Contractors are required to submit their “payment request and receiving report” electronically utilizing the WAWF application. In conjunction with the WAWF application, the Contractor must continue to submit their payment request and backup documents to the Contract Resource Management Office (DHA/CRM) at dha.buckley.crm.mbx.aur-crm-invoices@mail.mil. This will ensure the continuity of payments.

G.3.1.2. Credit Invoices. WAWF is not able to process any credit invoices. Credit invoices must be submitted directly to the DHA/CRM mailbox address listed above. Credit e-mail invoice(s) must clearly state in subject line ‘WAWF not used.’

G.3.1.3. Procedure if WAWF is unavailable. When instructed by DHA/CRM that the WAWF system is not operating normally, the Contractor may submit their invoices directly to Contract Resource Management Office at the mailbox address listed above, with an email copy to the COR. E-mail invoice(s) that are not submitted thru WAWF must clearly state in subject line ‘WAWF not used’. The e-mail receipt date shall be used as the invoice receipt date, DHA/CRM will work with the Contractor to get the Receiving Report signatures necessary for payment.

G.3.2. Instructions to Paying Office. The paying office will follow paying instructions included in any contract modification, including change order definitization and performance incentive payment modifications.

G.3.2.1. Revisions to payment instructions may be made as circumstances require. Revisions may be accomplished by correspondence between the contracting office and the paying office.

G.3.3. Payments Due from the Contractor to the Government.

G.3.3.1. Performance Guarantees. Upon determination of the performance guarantee and notification by the CO, the Contractor will follow instructions specified in the demand letter. If payment is not received by the due date specified, then the Government will make collection via payment offset by reducing the appropriate amount from the next payment(s) to the Contractor. If payment terms are not specified, Government will make collection via payment offset by reducing the appropriate amount from the next payment(s) to the Contractor.

G.3.3.2. Other Payments from the Contractor to DHA. Contractor payments will be made electronically following the directions outlined in the modification. If payment is not received by the due date then the Government will make collection via payment offset by reducing the appropriate amount from the next payment(s) to the Contractor. If payment terms are not specified, Government will make collection via payment offset by reducing the appropriate amount from the next payment(s) to the Contractor.

G.3.3.3. Overpayments. DHA reserves the right to collect overpayments made to the Contractor from the payments due to the Contractor (including any contract payments due the Contractor from other contracts it may hold with DHA or other Federal Agencies).

G.3.4. Non-TEDS Instructions Invoice and Payment. The basis for payment to the Contractor shall be the prices specified in Section B of this contract and as specified within this contract.

G.3.4.1. Invoice Submission. Non-TEDS invoices shall be submitted electronically in accordance with G.1 and G.3.1. The Contractor shall submit invoices through WAWF.

G.3.4.1.1. A proper invoice must include the elements identified at FAR 32.905.

G.3.4.1.2. All payments made by the Government will be made by EFT.

G.3.4.1.3. Payments will be made in accordance with Prompt Payment Act, FAR 52.232-25 (i.e. the 30th day after the later of the receipt of a proper invoice, or its acceptance).

G.3.4.1.4. Revisions to payment instructions may be made as circumstances require. This may be accomplished by correspondence between the Contractor and both the contracting office and the paying office.

G.3.4.2. Types of Payments to the Contractor. (X in CLIN designation, refers to same CLIN all option periods).

G.3.4.2.1. CLIN 0001 – Contract Transition-In. Payment for services rendered on this requirement will be made via performance-based payments upon completion of each performance milestone detailed in the performance-based payment table below and submission of a monthly payment request. The balance of the transition-in price will be paid upon successful completion of the full transition-in requirement, after the start of pharmacy services.

| Milestone | Completion Criteria | Percentage of Transition-In Price Earned |
|---|---|---|
| Approach to DPP | Acceptance of technical approach by Government | 5% |
| Approach to OHI | Acceptance of technical approach by Government | 5% |
| Approach to Specialty | Acceptance of technical approach by Government | 5% |
| B2B Questionnaire - Initial | Approved; covers at minimum DEERS and TEDS | 5% |
| B2B Questionnaire - Final | Approved; covers all required interfaces | 5% |
| Benchmark Testing | Completion of benchmark testing, with all findings addressed | 5% |
| DEERS Volume Estimates | Acceptance of Estimates | 5% |
| Formulary Search Tool Mock-up Previewed | Gov't reviews and validates it meets requirements | 5% |
| MOU with DHA Communications | Fully executed MOU | 5% |
| MTF Help Desk SOPs | Accepted by the Government | 5% |
| NIST Checklist | Submission of complete System Security Plan and checklist, certifying NIST compliance (See Section H) as well as confirmation that Basic Assessment has been posted to Supplier Performance Risk System (SPRS) (See DFARS 252.204-7020) | 5% |
| Post Award Conference/Transition | Completion of meeting | 5% |
| Quality Management Plan | Acceptance of plan; meets requirements | 5% |
| Run-off and/or Cutover Plans | Government acceptance of plans | 5% |
| Website Mock-up previewed | Approval by Government; meets requirements | 5% |
| Remainder upon successful completion of the full transition-in requirement, after the start of pharmacy services. | | 25% |

G.3.4.2.2. CLIN 0002 – Government-Directed Notifications Transition-In. Payment for Government-directed notifications during transition-in will be made by monthly submission of a payment request for CLIN 0002 following completion of any Government-directed notifications.

G.3.4.2.3. CLINs 0003 and X014 – Contract Data Requirements List (CDRL). Payment for deliverables will be made by submission of a payment request at the conclusion of the base period for CLIN 0003 and each option period for CLINs X014.

G.3.4.2.4. CLINs X005 – MTF Prescription, Adjudication Services. The unit price for adjudicating MTF prescriptions will be paid against CLINs X005 by the monthly submission of a payment request. Supporting documentation required to validate this payment request will be sent to the COR. Estimated quantities for this CLIN will be adjusted to reflect the actual quantity and price of adjudicated claims.

G.3.4.2.5. CLINs X008 – Mail Order Pharmacy Unreplenished Agents. The unit price for Contractor fulfillment of Mail Order Prescriptions (MOP) for which pharmaceutical agents could not be replenished by the National Prime Vendor (NPV) will be paid against Firm-Fixed-Price CLINs X008 by submission of a payment request at the conclusion of each option period.

G.3.4.2.6. CLINs X009 – Market Price Pharmaceutical Program (MPPP) Administrative Fee. The unit price for Contractor administrative fee associated with MPPP accepted offers will be paid against CLINs X009 by the monthly submission of a payment request for accepted offers. Estimated quantities for this CLIN will be adjusted to reflect the number of accepted offers.

G.3.4.2.7. CLIN X010 – Market Price Pharmaceutical Program (MPPP). The total value of pharmaceutical agents for accepted MPPP sustainment offers (allocated by TRICARE-Only Eligible and Dual-Eligible fund type based on utilization) will be paid against CLIN X010 by the monthly submission of a payment request and only upon the obligation of sufficient funds for MPPP purchases once the entire quantity has been fully dispensed.

G.3.4.2.8. CLINs X013 – TRICARE Pharmacy Services, Administrative Support. The monthly per member per month price will be paid against CLINs X013 by the monthly submission of a payment request for no more than one-twelfth of the extended CLIN amount.

G.3.4.2.8.1. For the purpose of this CLIN, counts of beneficiaries under the PMPM includes all active users of the pharmacy benefit, at any point of service. This number will be based on an average of the 12 previous months of unique users of the benefit as reported above. Using the number of unique beneficiaries, the Government will calculate the PMPM quantity for the next option period as follows: The number of unique beneficiaries multiplied by the number of months (12) equals the number of member months (the quantity). The number of member months is then multiplied by the fixed unit price to determine the extended amount for the period. The Government will advise the Contractor of the quantity of unique beneficiaries to apply in a coming option period at the time an option period is exercised.

G.3.4.2.9. CLINs X015 – Retail Network Cost Control Incentive. Any performance incentive earned by the Contractor for Retail Network Cost Control (H.3.2.) will be paid against

CLINs X015. The Contractor may submit its payment request upon receipt of the contract modification implementing the incentive assessment.

G.3.4.2.10. CLINs X016 – Specialty Network Cost Control Incentive. Any performance incentive earned by the Contractor for Specialty Network Cost control (H.3.3.) will be paid against CLINs X016. The Contractor may submit its payment request upon receipt of the contract modification implementing the incentive assessment.

G.3.4.2.11. CLINs X017 – Market Price Pharmaceutical Program (MPPP) - Cost Control Incentive. Any performance incentive earned by the Contractor for savings on generic drugs (H.3.4.) will be paid against CLINs X017. The Contractor may submit its payment request upon receipt of the contract modification implementing the incentive assessment.

G.3.4.2.12. SUB-CLINs X018AA/AB – Award Fee Pool. Any Award Fee earned by the Contractor will be paid against CLINs X018AA/AB for the amount awarded by the Government under each CLIN. The Contractor may submit its payment request upon receipt of the Award Fee Determination made by the Government in accordance with Section H.6.

G.3.4.2.13. CLINs X019 or X020 – Transition-Out. The Contractor will be paid against CLINs X019 or X020 (Transition-Out) activities only once during the contract. Once exercised, the Contractor may submit a payment request only after all transition-out tasks have been completed.

G.3.5. TEDS Instructions – Invoice and Payment for Claim Rate.

G.3.5.1. TEDS Record Submissions. The Contractor will generate TEDS records for each prescription filled per the TSM, Chapter 2. TEDS are reported on separate headers for TRICARE and TRICARE Medicare Dual Eligible.

G.3.5.2. Due Date. Invoice and payment procedures for claims processing fees are the same for paper and electronic claims. Submission of a TEDS record header to DHA is considered submittal of an invoice. No separate invoices are required for routine claims rate payments. However, invoices are required for non-automated payment requests. For purposes of determining the due date for payment under the Prompt Payment Clause, the "Transmission received end date/time stamp" (derived by TEDS at end of data transmission) will be used to determine the date of invoice receipt. Transmission received after 10:00AM ET shall be considered as received the next calendar day.

G.3.5.3. Unit Price. The Contractor is paid the claims processing unit price identified in Section B for the contract period in which the Contractor submits the initial TEDS record. The Contractor is paid the unit price for each initial submission TEDS record (as defined under TSM 7950.3-M, April 1, 2015, Chapter 2, Section 1.1) that passes all TEDS edits as specified in the TSM and validated by the TEDS record edit system. Additionally, the Contractor is paid for the first adjustment TEDS record accepted under this contract that was initially submitted under a previous contract (even if the previous contract was held by the new Contractor).

G.3.5.4. Appropriate Option Period. The Contractor is paid the claims processing unit price identified in Section B for the contract period in which the Contractor submits the initial TEDS record. The "Batch/Voucher Date" in the voucher header is used to determine the contract option period. The Contractor is paid the claims processing unit price identified in Section B for the contract period in which the Contractor submits the initial TEDS record.

Payment. In order for the Contractor to receive payment of a claims processing fee, the TEDS record must pass all TEDS edits as specified in the TSM and validated by the TEDS record edit system no later than 210 calendar days following the end date for the contract.

G.3.5.5. Header Type Indicator. The Contractor shall submit batch/vouchers under the correct "Header Type Indicator" as specified in the TSM Chapter 2, Section 2.3. to ensure correct payment. Header Type Indicator indicates to the TEDS processing system if the Contractor is requesting a claim rate payment, wants to retain a claim rate payment, does not want a claim rate payment or if the Contractor is requesting the claim rate payment previously paid be retracted.

G.3.5.5.1. Eligible TEDS Records. If the TEDS record is eligible to receive or retain a previous payment under the claims processing CLIN, then the TEDS record (with the exception of Type of Submission "C" complete cancellation to TEDS record data, see (G.3.5.5.3) shall be submitted by the Contractor to DHA using a Header Type Indicator of "6" or "9" (even if the TEDS record has already received payment under the claims processing CLIN).

G.3.5.5.2. Ineligible TEDS Records. If the TEDS record submitted is not eligible to receive payment or the Contractor wants DHA to retract a previous claim rate payment under the claims processing CLIN, the Contractor shall submit the TEDS record to DHA using a Header Type Indicator of "0" or "5". No payment under the claims processing CLIN can occur on any TEDS record grouped in a Batch/Voucher with Header Type Indicator of "0" or "5." Only no-pay and credits (where DHA retracts any previous claim rate) can be processed under these header types.

G.3.5.5.3. Cancelled TEDS Records. For a TEDS record submitted with a Type of Submission "C" by the Contractor, the Contractor shall determine if the TEDS record is still eligible to receive payment under the claims processing CLIN. The following criteria shall be used to determine if a TEDS record is still eligible for payment:

G.3.5.5.3.1. A TEDS record cancelled for any of the following reasons is eligible to retain the claims processing fee previously paid and shall be submitted with Header Type Indicator "6" or "9":

- Cancellation was at Government direction.
- Government data error.
- Stale dated/voided checks.
- New initial TEDS record is required by the Government.
- Incorrect DEERS response.
- Check is returned in undeliverable mail.
- Beneficiary or provider requests stop payment due to non-receipt of check prior to

stale date time period.

- Beneficiary or provider returns check because payment was received from other health insurance carrier whose responsibility was previously unknown to Contractor.
- Provider returns check because beneficiary has erroneously paid the provider and believes that the TRICARE benefit check is a duplicate payment.
- Claim processed in good faith by the Contractor but later identified as an error due to additional information received or learned.
- Claim processed by multiple Contractors resulting in duplicate processing.
- TQMC case resolutions resulting in an error.
- Program Integrity cases that are recouped retrospectively after investigation.
- Provider requested claims to be reissued to a new provider Tax Identifier.

G.3.5.5.3.2. A TEDS record cancelled for any of the following reasons is not eligible to retain the claims processing fee previously paid and shall be submitted with Header Type Indicator "0" or "5":

- Cancellation where a new initial TEDS record is required to correct a Contractor error.
- Cancellation due to Contractor error or an inability to adjust.
- Cancellation of a claim that was not DHA's responsibility so it should not have been paid.
- Any other cancellations for a reason not identified in paragraph G.3.5.5.3.

G.3.5.5.4. If the Contractor cannot determine the reason for the TEDS record cancellation, then the TEDS record submitted is not eligible to retain the claims processing fee previously paid. The cancellation of the cancelled TEDS record shall be submitted under Header Type Indicator "0" or "5."

G.3.5.6. Co-Payments (Retail, Specialty, MOP). The Government will offset unit price payments based on the calculated co-payment amounts (i.e. what was required to be collected by the Contractor from the beneficiary) to determine the net amount due the Contractor or Government. Payments shall be reported on the disbursing document showing the amounts paid by CLIN, co-payment offsets shall be separately reported on the disbursing document citing '9999CP' in the CLIN field (NOTE '9999CP' is not a CLIN but is used by DHA, CRM to report co-payment amounts). Co-payment offsets shall be calculated on a Net 30 basis and based on the same due date calculation used for processing fee payments. The Government shall pay the amount due to the Contractor in accordance with the Prompt Payment Act, after acceptance of the TEDS record.

G.3.5.7. Types of Payments to the Contractor. (X in CLIN designation, refers to same CLIN all option periods).

G.3.5.7.1. CLINs X001 and X002 – Retail Network Claims. Invoice and payment procedures for Retail Claims, (CLINs X001 and X002) differ as detailed in the payment instructions

provided in G.3.4. Submission of a TEDS record to DHA is considered submittal of an invoice and follows the rules laid out in G.3.5. Estimated quantities for this CLIN will be adjusted to reflect the actual quantity and price of adjudicated claims.

G.3.5.7.2. CLINs X003 and X004 – Retail Specialty Network Claims. Payment of processing fees for Specialty Network Claims will be made against CLINs X003 or X004, depending upon the beneficiary's eligibility. The offset to processing fee payments based on the calculated co-payment amounts will be the same as described in G.3.5. Estimated quantities for this CLIN will be adjusted to reflect the actual quantity and price of adjudicated claims.

G.3.5.7.3. CLINs X006 or X007 – Mail Order Pharmacy, Prescription Fill. Payment for processing Mail Order Pharmacy will be made against X006 or X007, depending upon the beneficiary's eligibility. Payment will be based on the CLIN unit price multiplied by the number of eligible records for that CLIN. The Contractor shall be paid one processing fee per TEDS record indicator number. Submission of a TEDS record to DHA is considered submittal of an invoice and follows the rules laid out in G.3.5. Estimated quantities for this CLIN will be adjusted to reflect the actual quantity and price of adjudicated claims.

G.3.5.7.3.1. For MOP Prescription Fill, the Contractor will not submit a TEDs (invoice) for the processing fee for a replacement shipment, where the original shipment has not been received, or was received in unusable condition (C.6.2.12.)

G.3.5.7.3.2. CLINs 1021 or 1022 - Mail Order Pharmacy, Specialty Clinical Services. Payment for processing fee for Mail Order Pharmacy, Specialty Clinical Services will be made against CLINs 1021 or 1022, depending upon the beneficiary's eligibility. Payment will be based on the CLIN unit price multiplied by the number of eligible records for that CLIN. The Contractor shall be paid one processing fee per TEDS record indicator number. Submission of a TEDS record to DHA is considered submittal of an invoice and follows the rules laid out in G.3.5. Estimated quantities for this CLIN will be adjusted to reflect the actual quantity and price of adjudicated claims. For the period during which a beneficiary refuses specialty clinical services, the Contractor will be paid a normal MOP prescription fill (X006 or X007) for any refills, or a new prescription for the same specialty medication(s).

G.3.5.7.4. CLINs X011 or X012 – Clinical Reviews. Clinical reviews are performed for both retail claims and mail order transactions. Payment for each clinical review (i.e. PAs/MNs) will be based on submission of a separate TEDS record and paid against CLIN X011 or X012. Estimated quantities for this CLIN will be adjusted to reflect the actual quantity and price of clinical reviews performed. The Contractor may:

- Submit a TEDS (invoice) for performing each clinical review as described at C.8.7.3.
- Not submit a TEDS (invoice) where a PA/MN review already exists for the same purpose at C.8.7.3.1.
- Not submit a TEDS (invoice) and not be paid a transaction fee for any administrative

(i.e. automated) reviews as described at C.8.10.

G.3.6. Invoice and Payment – Fiscal Intermediary Function Payments.

G.3.6.1. Retail and Unreplenished Specialty Pharmacy Benefit Payment. The Government will bear the cost of retail prescriptions and those specialty prescriptions not replenished by the NPV dispensed along with applicable dispensing fees under this contract. The Contractor acts as a Fiscal Intermediary (FI) for the Government to disburse Government funds for health care benefits (also known as "pass-through payments" or "non-underwritten payments"). These are not costs to the Contractor, so the Contractor shall not collect or hold health care benefit funds before dissemination to the beneficiary or provider. The Contractor shall immediately return any collections to the Government. No bank fees or other bank charges shall be paid from this account and no money should be drawn from the Federal Reserve Bank (FRB) for these charges.

G.3.6.1.1. Prior Authorization. The Contractor shall not release non-underwritten benefit payments without prior authorization from the DHA/CRM Budget Office. See Section G.3.6.12 Authorization to Release TEDS Non-Underwritten Benefit Payments, for additional details.

G.3.6.1.2. Source of Funding. Funding for benefit payments made by the Contractor on behalf of the Government will be facilitated by allowing the Contractor (through the Contractor's financial institution) to draw money from the designated FRB. These draws may only be done for benefit payments that have previously been submitted on TEDS or as a non-TEDS voucher, that were approved for release by DHA/CRM and that are clearing the Contractor's financial institution on the day the draw is being accomplished. No advance payments are authorized.

G.3.6.1.3. Voucher Integrity. Voucher header and detail amounts transmitted by the Contractor become "fixed" data elements in the finance and accounting system for purposes of control and integrity. Corrections or adjustments to reported (payment) amounts must be accomplished on separate voucher transmissions.

G.3.6.1.4. Incorrect TEDS. All TEDS record based payments where the Contractor has billed using an incorrect Batch/Voucher CLIN/ASAP Account Number in the Batch/Voucher Header and a payment transfer has occurred shall be reported daily on the Contractors Resource Center (CRC) website by TEDS Record Indicator (TRI) by line item usually the day following receipt of TEDS data by DHA.

G.3.6.2. Non-Underwritten Bank Accounts.

G.3.6.2.1. Establishment. The Department of Treasury's Automated Standard Application for Payment System (ASAP) and FEDWIRE provide a mechanism for disbursement of Government funds for health care services received by TRICARE beneficiaries. After authorization by DHA/CRM, these systems allow the Contractor, through their bank, to draw cash directly from the FRB to cover payments as they clear the Contractor's bank account. ASAP is used by the Treasury, the FRB and DHA/CRM to verify the authorization to make draws and to track transactions made by the Contractor's bank. FEDWIRE is used by the Contractor's bank to actually draw funds from the FRB.

G.3.6.2.2. Separate Accounts. The Contractor shall establish a minimum of four (4) bank accounts for benefit-related transactions with a commercial bank that has FEDWIRE capability in accordance with current Treasury requirements. If the Contractor requires additional bank accounts, a request specifying the purpose of the additional accounts should be submitted to DHA/CRM for approval.

G.3.6.2.2.1. The first and second bank accounts will be used for claims eligible for the Medicare Dual-Eligible Health Care Fund (see Accrual Fund Check in the TSM Chapter 2, Section 4.1, Element 0-025- 05R), one each for pharmacy and direct member reimbursements. The third and fourth accounts will be for claims that are not eligible for this fund (such as beneficiaries with an active duty sponsor), also separated by pharmacy and direct member reimbursements. TEDS will be submitted separately for each account. Funds used to pay for TRICARE-only and Medicare Dual Eligible claims come from separate and distinct appropriations. The Contractor shall therefore ensure that bank transactions are properly accounted for in order to prevent the comingling of funds. Failure to properly associate transactions with the correct bank account could result in the over-execution of DHA/CRM budget authority. The transfer of funds between bank accounts is strictly prohibited (except when authorized to correct an earlier deposit found to have been made to the wrong account). Any transactions reported under one bank account and later identified as belonging to a different bank account shall be reported immediately. DHA/CRM will instruct the Contractor as to what corrective action to take.

G.3.6.2.3. New Accounts. The Contractor shall submit bank information to DHA/CRM not later than 60 calendar days prior to the beginning of processing claims on a new account. The information shall include:

- Name of Bank
- Overnight mail address
- American Banking Association (ABA) number/Routing Number (RTN).
- Contractor Taxpayer Identification Number (TIN)
- Data Universal Numbering System (DUNS) number for the Contractor and the bank.
- Taxpayer Identification Number (TIN) for the bank
- Contractor's bank account number (if separate checking and deposit account numbers are

used, both shall be provided and identified)

- Individual point of contact at the bank and an alternate, including their phone numbers, and e-mail addresses
- Individual point of contact at the Contractor and an alternate, including their phone numbers, and e-mail addresses

G.3.6.2.3.1. DHA/CRM will establish the bank accounts on ASAP. ASAP, along with FEDWIRE, provide a mechanism for disbursement of Government funds for health care services received by TRICARE beneficiaries. DHA/CRM will notify the bank and the Contractor once the bank accounts have been established and provide codes or other information necessary for the bank to make draws against the FRB using FEDWIRE. Currently, ASAP has a requirement to identify a total dollar amount that may be drawn on the FRB. This total dollar limit only represents an administrative ceiling at the FRB and does not constitute any authority to draw funds. Accounts will also have daily limits for the amount that can be drawn. The Contractor will be notified of these limits by DHA/CRM. DHA/CRM is able to increase or decrease these limits as needed.

G.3.6.3. Fiscal Year Start-up of Bank Accounts. The Contractor shall establish separate bank accounts for each new Federal Government fiscal year (October – September) following the procedures specified in G.3.6.2.1 "Establishment". All payments issued for benefit payments and all refunds received shall be processed against the new account effective the first day of the new fiscal year. The Contractor shall also transfer all recoupment installment payments to the new account from the previous year's account.

G.3.6.4. Closing Bank Accounts. Bank accounts shall be closed no later than the end of February, following the fiscal year end, or the end of the month after the month that the last payment on an account has cleared the account or been voided.

G.3.6.4.1. Cash drawdowns against the prior fiscal year's bank account may continue, if required, until all payments from the prior year have either cleared or been canceled, but no longer than the end of February of the following year or five months after the last payments have been cut on an account (in the case of a contract closeout).

G.3.6.4.2. All TEDS Bad Master for that Fiscal Year must be cleared or request for a manual clearing per G.3.6.9.

G.3.6.4.3. The final bank account reconciliations shall be made by the end of the month following the month having the last authorized transactions. All transactions that were not previously approved by DHA/CRM shall be explained with supporting documentation on the final bank reconciliation report (See G.3.6.6 and CDRLs M160, M180, M190). DHA/CRM reserves the right to not accept these transactions.

G.3.6.4.4. Any outstanding balance in the account shall be reimbursed to DHA no later than the required submission date of the final bank account reconciliation. This balance may be subject to interest if it includes overdrawn amounts that were required to be submitted at an earlier date.

G.3.6.5. Draws on the Federal Reserve Bank. The total amount of a cash draw down on the FRB is based on the daily total of benefit payments presented to the bank for payment. Computation of the amount of the draw must also include available funds from deposits into the account. These deposits will reduce the amount of cash needed for the draw down on the day the deposit fund become available for transactions. If estimates are needed due to timing of reports from check clearinghouses or the FRB, the draws shall be adjusted the next business day.

G.3.6.5.1. The Contractor shall ensure that cash drawdowns do not exceed the payments that have been authorized by DHA. The Contractor shall ensure that any excess draws are immediately returned to the FRB.

G.3.6.5.2. Unapproved draws or unauthorized payments by the Contractor may be immediately collected and may subject the Contractor to interest and penalties. Interest and a penalty will be charged beginning the day after the over-draw and interest will continue until the overdrawn amount is returned. Interest will accrue daily and is based on the Treasury Current Value of Funds Rate. The penalty is a one-time payment and is based on the penalty rate in the CFR, Title 31, Chapter IX, paragraph 901.9. DHA/CRM may initiate immediate payment offset against any payments to the Contractor involved for the interest, penalties and/or the overdrawn amount.

G.3.6.5.3. The Contractor shall ensure transactions are properly accounted for to prevent the commingling of funds between bank accounts. Failure to properly associate transactions with the correct bank account could result in the over-execution of DHA/CRM budget authority. Transfers of funds between bank accounts are strictly prohibited except for correcting deposits that are in the wrong account. Any other transactions reported under one bank account and erroneously charged against a different bank account shall be reported immediately to DHA/CRM when identified. DHA/CRM will instruct the Contractor as to what action to take depending on the situation.

G.3.6.5.3.1. The Contractor is financially liable for all amounts drawn by them from the FRB until paid to the authorized payee and any collections received by them on behalf of DHA until deposited into the FRB. The Contractor must immediately notify DHA/CRM of any loss or suspected loss of DHA funds. Any loss of funds must be refunded to the DHA within 2 business days after identification of the loss. If the funds are not returned to DHA within 2 business days interest and a penalty will be charged beginning the 3rd business days after the loss of DHA funds is identified and interest will continue until the missing funds are returned to DHA. Interest will accrue daily and is based on the Treasury Current Value of Funds Rate. The penalty is a one-time payment and is based on the penalty rate in the CFR, Title 31, Chapter IX, paragraph 901.9. DHA/CRM may initiate immediate payment offset against any payments to the Contractor involved for the interest, penalties and/or any unpaid amount due DHA. Once the funds have been returned to the DHA the Contractor shall reissue payment to the authorized payees (if needed) in accordance with paragraph 12.4. The Contractor may appeal their liability for the loss of funds to the Contracting Officer if they can demonstrate that the loss was caused by erroneous information provided to them by the:

- TRICARE beneficiary;
- Department of Defense (e.g. DHA, DEERS, etc.); or
- Centers for Medicare and Medicaid Services (CMS)

If the loss occurred because of the actions taken by a federal agency outside the DoD (U.S Treasury, FRB, etc.) or CMS, the Contractor is still liable for the loss to DHA and they must pursue recovery of monies with the agency involved.

G.3.6.6. Reporting. Monthly bank reconciliations and the associated bank account statements are required for each account until the bank account is closed. Reports are to be submitted to CRM. See CDRLs M160, M180, and M190 for the descriptions of reporting requirements.

G.3.6.7. Benefit Payments and TEDS Submissions. TEDS data submissions for benefit payments shall be grouped into TEDS Vouchers by the "Batch/Voucher CLIN/ASAP Account Number" field (defined in TSM, Chapter 2, Section 2.3).

G.3.6.7.1. All prescriptions filled thru a retail pharmacy where reimbursement to the pharmacy would occur using a non-underwritten bank account assigned to the contractor shall be submitted to DHA using the 'Voucher' TED data submission process citing:

- Header Type Indicator '5' or '6' as appropriate (TSM data element 0-001)
- The appropriate Batch/Voucher CLIN/ASAP Account Number assigned by DHA, CRM each fiscal year in accordance with G.3.6.2. (TSM data element 0-025)

G.3.6.7.2. All prescriptions filled thru a retail pharmacy where reimbursement to the pharmacy does not require a draw on a non-underwritten bank account (e.g. replenishment of product) shall be submitted to DHA using the 'Batch' TED data submission process citing:

- Header Type Indicator '0' or '9' as appropriate (TSM data element 0-001)
- Batch/Voucher CLIN/ASAP Account Number '00000000' (TSM data element 0-025)

G.3.6.7.3. Voucher Transmission Requirements. Batch/Vouchers shall be transmitted by 10:00 AM Eastern Time to be considered for that day's business. Batch/Vouchers received after 10:00 AM Eastern Time shall be considered received the next calendar day for payment and check release authorization purposes. Batch/Vouchers must pass all TEDS header edits as specified in the TSM. If all header edits are not passed, the Batch/Voucher will be rejected and returned to the Contractor.

G.3.6.7.4. Voucher Integrity. Voucher header and detail amounts transmitted by the Contractor become "fixed" data elements in the finance and accounting system for purposes of control and integrity. Corrections or adjustments to reported (payment) amounts must be accomplished on separate voucher transmissions.

G.3.6.8. Payment Suspension and TEDS Processing During Partial Funding Shortages.

G.3.6.8.1. Some of the funding DHA receives may be restricted in use to a specific federal agency, military department and/or to a particular health care program. Funding for these special purpose programs may run out before funding for other DHA programs. Therefore, the Contractor shall have the ability to suspend claims payment and the associated submission of institutional TEDS records or non-institutional TEDS line item(s) to DHA based on values contained in the following TEDS record fields:

- Service Branch Classification Code (Sponsor), SBCC: As specified in the TSM, Chapter 2, Section 2.8.
- Enrollment/Health Plan Code (E/HPC): As specified in the TSM, Chapter 2, Section 2.5.
- Special Processing Code (SPC) - As specified in the TSM, Chapter 2, Section 2.8.
- Health Care Delivery Program Coverage Code: As specified in the TSM, Chapter 2, Addendum L.

G.3.6.8.2. The suspension of claims payment and TEDS records may be based on a single value (e.g., SBCC=A) or a combination of values (e.g., SBCC=A & E/HPC=SR). Suspension of TEDS records (institutional) or TEDS line items (non- institutional) containing specific values shall be implemented by the Contractor within five workdays after receiving notification from the CO. On the sixth workday, DHA CRM will implement immediate payment offset against Contractor invoices of any amounts paid by the Contractor from their bank account(s) for institutional TEDS records or non-institutional TEDS line items containing suspended value(s). The Contractor shall not, without prior CO approval, initiate payment offset against any provider or beneficiary for payments made against suspended transactions and offset by DHA/CRM on Contractor invoices.

G.3.6.8.3. For all suspended transactions, the Contractor shall hold the claim information until receiving instructions from the CO to do otherwise. The Contractor shall not reject the claims or return any information to the providers or beneficiaries unless instructed by the CO. Once the CO lifts the TEDS data submission restriction, the Contractor may submit all withheld TEDS data on the next appropriate (batch/voucher) data submission. DHA/CRM will reimburse the Contractor (without interest) for any invoice payment offsets done for TEDS suspended transaction that have not been recouped by the Contractor.

G.3.6.9. Uncorrected (Bad Master) TEDS. DHA will use the edits specified in the TSM, Chapter 2, Section 8.1, "Financial Edits" to determine the propriety of the payments. TEDS records that fail the edits specified in the TSM will be "flagged" by DHA/CRM as inadequate payment information. The Contractor shall correct the claims identified to them, by DHA/CRM, within 90 calendar days. If not corrected in 90 days, DHA/CRM will send a demand letter requiring resolution or reimbursement for all claims identified through TEDS as edit failures. The Contractor shall respond within 30 calendar days as to why the claim(s) in question cannot be corrected. If resolution cannot be reached between DHA CRM and the Contractor, the total amount of improper payments still in dispute will be collected by DHA CRM.

G.3.6.9.1. If resolution cannot be reached between DHA and the Contractor, the total amount of the improper payments still in dispute will be collected by DHA.

G.3.6.9.2. The Contractor shall take no recourse against TRICARE beneficiaries or providers under the situations described in this paragraph without prior DHA approval.

G.3.6.10. Residual Benefit Claims. Claims for service provided prior to start of the contract will be paid as benefits under this contract as described in paragraph G.3.6.7 and **Error! Reference source not found.** or, if necessary, under paragraph G.3.7 for non-routine payments.

G.3.6.11. Miscellaneous.

G.3.6.11.1. Claims from network pharmacies will be paid in accordance with the agreements which exist between the Contractor and its network pharmacies, e.g., WAC plus/minus price adjustment, plus Dispensing Fee, minus the collected co-payment. Network pharmacy payments may be accumulated until the agreed to payment date (e.g. weekly, biweekly, etc.).

G.3.6.11.2. For TRICARE-authorized vaccine claims submitted by network pharmacies, the pass-through payments will be in accordance with the agreements that exist between the Contractor and its network pharmacies, e.g., vaccine WAC, plus / minus price adjustment, plus a Dispensing Fee, plus an administration fee, also known as a Professional Service Fee (PSF). No Co-pay (\$0) will be subtracted for TRICARE-authorized vaccinations.

G.3.6.11.3. For non-network pharmacy claims, the Contractor shall, on a daily basis, reimburse the submitter of the claim, billed charges minus applicable co-payments and deductibles in accordance with the TRICARE Reimbursement Manual (TRM), Chapter 2, Addendum B.

G.3.6.11.4. The Contractor shall submit TEDS records to DHA on a daily basis (business days), following a ten-day hold for each retail Electronic Media Claim (EMC) transaction. The ten-day hold does not apply to paper claims, clearinghouse claims, State Medicaid agency claims, specialty pharmacy transactions or mail order pharmacy transactions. TEDS records for all non-electronic claims will be submitted in accordance with TOM Chapter 1, Section 3, 1.8. DHA will confirm that the voucher header is valid, and that it balances with the dollar amount of the related records.

G.3.6.12. Authorization to Release TEDS Non-Underwritten Benefit Payments. The Contractor shall not release benefit payments without prior authorization from the DHA/CRM Budget Office. Authorization from DHA/CRM to release payments will be sent to the Contractor via the daily "DHA/CRM Authorization to Release Checks/Payments by Cycle". This authorization report specifies contract number, ASAP Account ID#, initial transmission received date, and total dollar amount of funds that may be released based on information contained in the Batch/Voucher header. In the case of bi-weekly EMC, release of checks are approved provided the following criteria are met:

G.3.6.12.1. Voucher submissions must pass all header edits as specified in TSM Chapter 2, Section 4.1.

G.3.6.12.2. DHA/CRM Budget Officer has confirmed that funding is available to cover payments (from the daily report).

G.3.6.12.3. Payment Release. Benefit payments shall be released/mailed no later than two workdays after DHA/CRM has approved the release of payments. In the case of EMC, payment should be released no later than two workdays after the bi-weekly run.

G.3.6.12.4. DHA Acceptance. Authorization to release payments does not constitute DHA's acceptance that all payments are valid and/or correct. Detailed records will be audited for financial compliance. All transactions in these bank accounts must be valid and justified. Any unreported/unauthorized disbursements identified by DHA will be subject to immediate payment offset against any payments being made to the Contractor. All disputed amounts will remain in the possession of the Government until no longer in dispute.

G.3.6.13. Benefit Payment Adjustments.

G.3.6.13.1. Underpayments. When the Contractor makes an additional payment due to a prior underpayment, these payments shall be reported as an adjustment to the original TEDS record or manual voucher, but in the current fiscal year and current CLIN/ASAP ID regardless of the fiscal year or CLIN/ASAP ID of the original payment.

G.3.6.13.2. Overpayment. The Contractor shall follow recoupment procedures specified in the TOM, Chapter 10, to include offsetting overpayments against future payments. When reporting collections the Contractor makes, whether cash or offset, the collection shall be accomplished as a separate credit transaction as an adjustment to the original TEDS record or manual voucher. Identified debts shall be reported on the Accounts Receivable Report in accordance with CDRLs M170 (see G13.3 below).

G.3.6.14. Voided, Stale-dated Payments, or Replacement Checks/EFTs

G.3.6.14.1. For voided or stale-dated payments over \$10.00, a credit voucher through TEDS records must be processed in accordance with the standards detailed in TOM Chapter 3, Section 4. Or, if the check was issued as a manual voucher per G.3.7.5., the credit should be submitted as a similar manual voucher on a monthly basis.

G.3.6.14.2. For voided/stale-dated payments of \$10.00 or less, the Contractor may elect either to create a credit voucher for the payment using a TEDS or manual voucher, or the Contractor may include the credit as a listing of under \$10.00 credit transactions and submit it monthly in the Bank Account Reconciliation Report.

G.3.6.14.3. Replacement of Pharmacy Benefit Payments.

G.3.6.14.3.1. Reissuance of payments will be made against the current fiscal year bank account in use at the time of the reissuance.

G.3.6.14.3.2. Replacement payments may be issued upon request of the payee or authorized representative. If the check is not returned by the payee, the payee must provide a statement describing the loss or destruction of the check. Before a replacement check is issued, a stop payment order for the original check must have been issued and accepted by the bank.

G.3.6.14.3.3. The Contractor shall report the reissuance using the same procedure as was used to void/stale-date the original (i.e. on a TED or on a manual approval).

G.3.6.14.3.4. If the reissuance is for a check that cannot be done as a TED record and a void was already reported to CRM, the Contractor shall submit a request for approval of check release to DHA/CRM within 10 workdays of the request by payee. Supporting documentation shall include the original check, the sponsor's SSN, branch of service, a copy of the EOB or other documentation showing the computation, and, if needed, a statement as described in G.3.6.14.3.1 above.

G.3.6.14.3.5. If no credit voucher was reported to DHA in the voiding/stale-dating of the check, no credit voucher is required for the reissue (i.e. if the Contractor gets a returned check and immediately reissues from the same bank account, no TED or other voucher needs to be done). If the reissuance involves a check from a prior year, a TED or other voucher will need to be done to report the reissuance from the current year as well as a void for the original check.

G.3.6.14.3.6. If the amount of a stale-dated/voided check to be reissued is \$10.00 or less, the Contractor shall use the same procedure in the reissuance as was used for the stale-dating. If no credit voucher was made in the stale-dating of the check, no credit voucher is required for the reissue. The Contractor shall reissue the payment and include the amount in the Pharmacy Bank Account Reconciliation Report.

G.3.6.14.3.7. Re-issuance of checks When Original Payee is deceased: Checks/EFTs issued by the Contractor shall be made payable to the legal representative of the estate of the person concerned with an additional line stating "For the estate of ____." Checks shall not be payable to the "estate of" a decedent, nor to a deceased person. Checks shall be delivered to the named payee or mailed to the payee's address of record.

G.3.6.15. Federal Fiscal Year-end Processing/Fiscal Year Start-up.

G.3.6.15.1. Federal Fiscal Year-end Processing All TEDS records must be received no later than 10:00 AM Eastern Daylight Time (EDT), (8:00 AM Mountain Daylight Time (MDT); 7:00 AM Pacific Daylight Time (PDT) on September 28. Any Batch/Voucher received after 10:00 AM EDT will be rejected by DHA and must be resubmitted by the Contractor using next fiscal year Batch/Voucher CLIN/ASAP Account Numbers. The Contractor should not submit

Batch/Vouchers with dates of September 29 and September 30. Any payment processed after September 28 must use the next fiscal year Batch/Voucher CLIN/ASAP Account Numbers and must utilize the new fiscal year check stock, as applicable. The Contractor shall not submit Batch/Vouchers to DHA between September 28, 10:00 AM EDT and October 1, 12:01 AM EDT. Transmission Files (TD Files) sent on September 28 cannot exceed 300,000 records.

G.3.6.15.1.1. Contractors will be able to test their new fiscal year's transactions in benchmark starting September 1. Like production, benchmark data must be received at DHA by 10:00 AM EDT on September 28. After 10:00 AM EDT on September 28 until October 1, 12:01 AM EDT no benchmark data can be transmitted to DHA.

G.3.6.15.1.2. Fiscal Year Start-up Processing. The October 1 TEDS and subsequent data submissions must cite the new fiscal year "Batch/Voucher CLIN/ASAP Account Number" assigned by DHA/CRM to report all new fiscal year TEDS data. Any previously unreported TEDS data citing the prior fiscal years "Batch/Voucher CLIN/ASAP Account Numbers" will not be accepted. If there is a need for an exception to this, contact CRM.

G.3.6.16. Procedure if TEDS is Unavailable.

G.3.6.16.1. TEDS Benefits. If the authority to release payments has not been received by 5 PM ET or upon CO's notification that the TEDS Record processing system is not operating normally, the Contractor may send an email directly to the DHA/CRM Budget Office: dha.buckley.crm.mbx.crm-budget@mail.mil with a listing of specific vouchers to DHA/CRM to request release of payments. This may be done daily. Upon the discretion of DHA/CRM Budget Officer, depending upon the circumstances surrounding the status of TEDS, DHA/CRM can return to the Contractor a signed release so the Contractor can pay the providers and beneficiaries without delay. The Contractor must not release payments until this approval is received. Upon notification by the CO that the TEDS Record processing system is operating again, this process can be discontinued. The Contractor shall have 30 days to submit, on TEDS vouchers, all vouchers where payments have been released and to clear, at a minimum, all the TEDS header edits (as specified in the TSM, Chapter 2). Failure to clear all header edits for any vouchers where the Contractor was authorized, under this contingency process, to release payments shall result in the Government collecting back the rejected voucher header totals via payment offset. When the vouchers clear the header edits, the monies collected via payment offset shall be

refunded to the Contractor (without interest or penalty). The Contractor requests will include the following Header information for each voucher (See TSM, Chapter 2, Section 2.2):

| <u>ELN</u> | <u>Element Name</u> |
|------------|-----------------------------------|
| 0-001 | Header Type Indicator |
| 0-005 | Contract Identifier |
| 0-010 | Contract Number |
| 0-015 | Batch/Voucher Identifier |
| 0-020 | Batch/Voucher Number |
| 0-025 | Batch/Voucher ASAP Account Number |
| 0-030 | Batch/Voucher Date YYYYDDD |
| 0-035 | Batch/Voucher Sequence Number |
| 0-040 | Batch/Voucher Resubmission Number |
| 0-045 | Total Number of Records |
| 0-50 | Total Amount Paid |

G.3.6.16.2. Claim Rate. Upon notification by the Contracting Officer that the TEDS Record processing system is not operating normally, the Contractor may submit invoices outside of the TEDS system via the manual claim process Section G.3.1.2G.3.1. A copy of the invoice should also be sent to the Contracting Officer and the COR. The invoice shall list the number of claims processed by CLIN. This may be submitted daily or grouped by no more than five days of claims. These payments will be treated as an interim payment and will be a credit to the amount due as determined by the TEDS Record processing system when it is operating again.

G.3.6.17. Mail Order and Specialty Pharmaceuticals. This section covers the reporting requirements/replenishment for dispensing TMOP prescriptions.

G.3.6.17.1. Drug Replenishment. The Government will bear the cost of prescriptions dispensed at TMOP as well as certain specialty pharmaceuticals dispensed at Retail under this contract by providing drug replenishment through Defense Logistics Agency (DLA) and the NPV per section C.6.8., except for those pharmaceuticals covered under the MPPP. Replenishment will not be made for pharmaceutical agents shipped as a replacement.

G.3.6.17.2. TEDS Record Submissions. The Contractor shall generate a TEDS records for each prescription filled per TSM, Chapter 2. TEDs are reported on separate headers for TRICARE and TRICARE Medicare Dual Eligible, but are not utilized for cost reimbursement of drugs.

G.3.6.17.2.1. All prescriptions filled through mail order shall be submitted to DHA using the 'Batch' TED data submission process citing:

- Header Type Indicator '0' or '9' as appropriate (TSM data element 0-001) and
- Batch/Voucher CLIN/ASAP Account Number '00000000' (TSM data element 0-025)

G.3.6.18. Collections and Receivables.

G.3.6.18.1. Collections. Procedures for non-underwritten refunds apply to this contract. See TOM, Chapter 3, Financial Administration, Section 3, Claim Refund And Collection Procedures.

G.3.6.18.2. Receivables. Recoupments policies and procedures are detailed in the TOM, Chapter 10, Claims Adjustments and Recoupments, Section 4, Overpayments Recovery - Non-Financially Underwritten Funds.

G.3.6.18.3. Reporting. Receivables held by the Contractor will be reported monthly to CRM as detailed in CDRL M170 Accounts Receivable Summary Reports including Supplemental Reports.

G.3.7. Other Benefit and Related Payments – Non-TEDS Routine Manual Vouchers.

G.3.7.1. General. There are TRICARE programs that are paid through the ASAP related bank accounts but cannot be paid through TEDS processing. These manual vouchers must be approved by DHA/CRM-Budget Officer before checks can be released or payments made.

G.3.7.2. Submission. All Vouchers must be sent to the RM Invoices Mailbox, as specified in Section G.3.1.1, Payment Support. Manual Vouchers not submitted to this mailbox may not be processed in a timely manner.

G.3.7.3. Approval. DHA/CRM will send approvals within 5 business days of receiving complete voucher and documentation. After funding approval by DHA/CRM Budget Officer, the Contractor shall make payment within 2 business days. Payments will not be released without approval from DHA/CRM Budget Office.

G.3.7.4. Federal Fiscal Year-end Processing of Non-TEDS Vouchers. September vouchers that are submitted in the month of October shall utilize the October new fiscal year bank account and check stock.

G.3.7.5. Types of Manual Vouchers.

G.3.7.5.1. Demonstrations and other New Benefit Programs. These are trial or other new programs and they may vary in many ways from routine TRICARE benefits. TEDs will be used if possible but if the data associated with demonstrations is incompatible with TEDS data formats, the Contractor shall submit a separate voucher to DHA/CRM, with supporting documentation, no more frequently than monthly to obtain approval prior to making payments on the Non-Underwritten Bank Account. More detailed instructions may be given in contract modifications when these programs are established. These payments and any related credits or collections shall be identified on the bank reconciliations as additional lines listed by program.

G.3.7.5.2. Other Payments. Other adjustments are rare situations where a payment needs to be made but does not fall into routine processing such as TEDs, etc. For example, these payments may be the result of a very old claim, or legal settlements that do not apply to a given individual or payments directed by DHA. These must be submitted to the Contracting Officer and to

DHA/CRM RM Invoices Mailbox with supporting documentation explaining the issues that do not allow a TEDS record to be created, a copy of the claim, computation of the amount to be paid, and other applicable documents. The Contractor shall report these payments on the Bank Reconciliation Report under DHA approved manual transactions.

G.3.7.5.2.1. If a manual payment is requested, the request shall include detailed information on the claims including the claim itself, documents supporting the claims, the calculation of how much is owed and a statement as to why the claim could not be handled through normal, automated processes.

G.4. Reporting.

G.4.1. Payment Related Data Submission (other than TEDS).

G.4.1.1. Daily. A daily data feed on payments issued by the Contractor will be submitted per CDRL D030 Pass through Contractor Payment/Check Issue Data.

G.4.1.2. Monthly. Each month, the Contractor will require their bank to submit, directly to DHA, data on payments that have cleared the bank accounts per CDRL M180, Pass Through Bank Cleared Payments Data. This shall not come from the Contractor.

G.4.2. Audit Requirement. Annually, the Contractor shall provide a copy of the Contractor's Service Organization Control Report (SOC1) SSAE 18 and sub- Contractor's (if applicable) SOC1 SSAE 18 per CDRL A060 and Contractor's and sub-Contractor's (if applicable) Bridge letter in support of the SOC1 SSAE 18 per CDRL A061.

(End of Section G)

SECTION H SPECIAL CONTRACT REQUIREMENTS

H.1. Contract Clauses.

DFARS 252.203-7000, Requirements Relating to Compensation of Former DoD Officials (SEP 2011)

H.2. Organizational Conflicts of Interest (OCI).

H.2.1. General. The Contractor's attention is directed to FAR 9.5, Organizational and Consultant Conflicts of Interest.

H.2.2. Potential Conflicts of Interest. It is the position of DHA that close business relationships between the Contractor and other entities may pose a potential conflict of interest in the performance of the contract. This includes the following business arrangements: Ownership, either direct or a majority stake, of pharmacies by the Contractor; Ownership of the Contractor and pharmacies under a mutual parent company; Any other financial interest or minority ownership; or a Partnership Agreement. This potential conflict includes, but is not limited to, the Contractor's performance as a fiscal intermediary for the Government and in its role in pursuing waste, fraud and abuse (TRICARE Operations Manual (TOM) Chapter 13). Such impaired objectivity, internal allegiances, or conflicting roles must be avoided, neutralized, or mitigated.

H.2.3. Contractor Responsibilities. The Contractor shall avoid, mitigate, or neutralize any OCI, or the appearance thereof. If the Contractor obtains any knowledge of an actual or potential OCI involving the Contract, the Contractor shall immediately notify the Contracting Officer (CO), in writing, of the nature of the actual or potential OCI. The CO will examine the information provided by the Contractor and assess whether the actual or potential OCI exists and as applicable, whether the actual or potential OCI can be avoided, mitigated, or neutralized. Upon request by the CO, the Contractor shall provide a thorough and effective OCI plan to avoid, mitigate, or neutralize the actual or potential OCI. The Contractor shall submit the plan to the CO no later than 30 days from receipt of the CO request.

H.2.4. Other Bids. To avoid conflicts which may create bias ground rules, impair the Contractor's objectivity, or give the Contractor an unfair competitive advantage, the Contractor shall notify the Government should a potential conflict arise or when the Contractor plans to bid on a contract that could create a conflict.

H.2.5. Third Party Information. It may become necessary in the performance of this contract to review proprietary information from other Contractors. The Contractor shall protect all proprietary information from unauthorized use or disclosure and refrain from using the information for any purpose other than that for which it was furnished.

H.2.5.1. At the request of the other Contractor, or the CO, the Contractor shall execute agreements with third party companies furnishing data in connection with work performed under this contract.

SECTION H

SPECIAL CONTRACT REQUIREMENTS

H.2.5.1.1. Non-disclosure agreements shall be completed by the Contractor, all employees, and sub-Contractors who obtain access to proprietary information.

H.2.5.2. Safeguards shall be implemented to restrict access to proprietary information and to avoid, mitigate, or neutralize potential conflicts of interest.

H.3. Cost Control Incentives.

H.3.1. Incentive Basis. Each incentive is based on a table containing the “Guaranteed Average Price Adjustment Percentage” (Guarantee Percentage) for costs defined. The drug costs are based on reference unit prices at the time of claim processing. The Wholesale Acquisition Cost (WAC) published by First DataBank (FDB) is the preferred reference unit price. If the WAC is not listed at the time of claim processing, the Average Wholesale Price (AWP) published in Medispan will be utilized. Some cost incentives may also include a "Guaranteed Average Dispensing Fee" (Guaranteed Dispensing Fee) where specified.

H.3.1.1. Incentive Source Data. The Government's Pharmacy Data Warehouse (PDW) will accumulate reimbursement data from all applicable pharmacy transactions as incentive source data. The PDW will be the sole data source for calculating any performance incentive or guarantee penalty based on the total actual reimbursement cost and the total expected Government cost for reimbursement.

H.3.1.2. Calculation of Incentive. The Contractor may earn a performance incentive if the total actual reimbursement cost to the Government during each contract option period is less than the total expected Government cost for reimbursement. The total expected Government cost is the result from applying the Guaranteed Average Price Adjustment Percentage and the Guaranteed Average Dispensing Fee per prescription (if applicable) to the prescriptions filled under the Guarantee during the contract option period. The total expected Government cost will be calculated by:

- Adjusting the WAC (or AWP, if WAC is not available at time of claim processing) for the NDC associated with the prescription transaction by the Guaranteed Average Price Adjustment Percentage in the applicable table.
- Multiply the total units dispensed for the NDC with the adjusted WAC or AWP rate to calculate the expected drug cost.
- Multiply the total number of prescription claims for the associated NDC with the applicable Guaranteed Average Dispensing Fee, if any, specified in the table to determine the total Guaranteed Average Dispensing Fee for the NDC.
- Add the expected drug cost to the total Guaranteed Average Dispensing Fee to get the total expected Government cost for the associated NDC.
- For Specialty Replenished prescriptions, only the Guaranteed Average Dispensing fees will be included in the incentive; no proposed adjustments to WAC or AWP will be proposed for these agents (See Table H-5).

SECTION H

SPECIAL CONTRACT REQUIREMENTS

H.3.1.2.1. Table H-1 — Calculation Example.

| | |
|--|-----------------------------|
| Guaranteed Average Price Adjustment Percentage | -20% |
| Guaranteed Average Dispensing Fee | \$1 |
| WAC (price per unit) | \$3 |
| Total number of Rx dispensed | 10 |
| Total units dispensed | 300 |
| Calculation: | |
| Determine discount off of WAC | $\$3 \times 20\% = \0.60 |
| Subtract discount from WAC | $\$3 - \$0.60 = \$2.40$ |
| To determine expected drug cost, multiply discounted WAC by total units dispensed | $\$2.40 \times 300 = \720 |
| To determine the total Guaranteed Dispensing Fee, multiply Guaranteed Dispensing Fee by the total Rx dispensed | $\$1 \times 10 = \10 |
| To determine the total expected Government cost, add expected drug cost to total Guaranteed Dispensing Fee | $\$720 + \$10 = \$730$ |

H.3.1.3. Positive Incentive Amount. Cost control incentives will equal 10% of the difference between the actual total reimbursement cost processed during the option period and the total expected Government cost for reimbursement. For example, if in any option period the Contractor's Guaranteed Average Price Adjustment Percentage and the Guaranteed Average Dispensing Fee per prescription result in a Total Expected Government Cost for Reimbursement of \$5 billion, and the actual cost to the Government was \$4.95 billion, this reflects a savings of \$50 million. The Contractor would be eligible for an incentive fee of \$5 million (10% of the savings of \$50 million) for that option period. The amount of the incentive that the Contractor may earn has no limit.

H.3.1.4. Negative Incentive Amount. In the event the total actual reimbursement cost in a contract option period exceeds the total expected Government cost for reimbursement that would have resulted from applying the Guaranteed Average Price Adjustment Percentage and any applicable Guaranteed Average Dispensing Fee per prescription to the prescription transaction processed during the contract option period, the difference between the actual costs and the total expected Government cost for reimbursement will be recouped by the Government for that option period. For example, if in any option period the Contractor's Guaranteed Average Price Adjustment Percentage and the applicable Guaranteed Average Dispensing Fee per prescription result in a total expected Government cost for reimbursement of \$5 billion, and the actual cost to the Government was \$5.01 billion, the Government would recoup the amount of \$10 million (the entire difference) for that option period from the Contractor.

H.3.1.5. Additional Requirements. Additional requirements for the Contractor to be eligible for positive incentive are outlined in the specific incentive paragraphs below. In situations where these criteria are not met, the Contractor will not be able to earn a performance incentive but any negative recoupments will still apply. The determination of whether any such requirements have been met is at the sole discretion of the CO.

SECTION H

SPECIAL CONTRACT REQUIREMENTS

H.3.1.6. Timing. The Government will measure and calculate the incentive amounts after each option period and will notify the Contractor of the results. If the Contractor earns any performance incentives, the CO will provide invoice and payment instructions.

H.3.2. Cost Control Incentive 1--Retail Network Cost Control Incentive (CLINs X015). The following table, Retail Network Reimbursement Table H-4, contains the Guarantee for WAC and AWP, and Guaranteed Average Dispensing Fee guaranteed by the Contractor and accepted by the Government for prescriptions for non-specialty brand and generic drug categories for each respective option period

H.3.2.1. Table H-4 — Retail Network Reimbursement Table for Use in Determining Incentives

| Option Period | Type of Rx | Pricing Basis | Guaranteed Average Price Adjustment Percentage | Guaranteed Average Dispensing Fee |
|---------------|------------|---------------|--|-----------------------------------|
| 1 | Brand | WAC | | (b) (4) |
| | | AWP | | |
| 1 | Generic | WAC | | |
| | | AWP | | |
| 2 | Brand | WAC | | |
| | | AWP | | |
| 2 | Generic | WAC | | |
| | | AWP | | |
| 3 | Brand | WAC | | |
| | | AWP | | |
| 3 | Generic | WAC | | |
| | | AWP | | |
| 4 | Brand | WAC | | (b) (4) |
| | | AWP | | |
| 4 | Generic | WAC | | |
| | | AWP | | |
| 5 | Brand | WAC | | |
| | | AWP | | |
| 5 | Generic | WAC | | |
| | | AWP | | |
| 6 | Brand | WAC | | |
| | | AWP | | |
| 6 | Generic | WAC | | |
| | | AWP | | |

SECTION H
SPECIAL CONTRACT REQUIREMENTS

| Option Period | Type of Rx | Pricing Basis | Guaranteed Average Price Adjustment Percentage | Guaranteed Average Dispensing Fee | |
|---|------------|---------------|--|-----------------------------------|--|
| 7 | Brand | WAC | | (b) (4) | |
| | | AWP | | | |
| 7 | Generic | WAC | | | |
| | | AWP | | | |
| Note for Retail Network Reimbursement Table H.3.2 | | | | | |
| Each applicable "Guaranteed Average Price Adjustment Percentage" and "Guaranteed Average Dispensing Fee" in this table will be used for the calculations described in H.3.1.2 | | | | | |

H.3.2.2. Additional Requirement. No performance incentive referenced in paragraph H.3.1.3 will be paid to the Contractor for any option period in which the Contractor does not meet or exceed retail network access standards calculated in accordance with paragraph C.3.3.2 for a minimum of 11 months of the option period. (b) (4)

(b) (4)

The Department of Veterans Affairs (DVA), Public Health Service, and Indian Health Service pharmacies will not be included in retail network access calculations for incentive eligibility determination.

H.3.2.3. Exclusions. Coordination of benefits claims, DVA claims, Medicaid claims, Public Health Service claims, Indian Health Service claims, non-network claims, vaccines administered by retail network pharmacies, and prescriptions for supplies and compounded medications will not be included in the calculation for the performance incentive or guarantee recoupment calculation.

H.3.3. Cost Control Incentive 2--Specialty Network Cost Control Incentive (CLINs X016).

The following table, Specialty Reimbursement Table H-5, contains the Guaranteed Average Price Adjustment Percentage and Guaranteed Average Dispensing Fee guaranteed by the Contractor and accepted by the Government for non-replenished specialty medications and Guaranteed Average Dispensing Fee for replenished specialty medications, dispensed in each respective option period. The information presented in this table will be used in calculating the Specialty Cost Control Incentive. Dispensing Fees paid to specialty network pharmacies may include the cost of specialty clinical services, delivery services or shipping fees, supplies, and costs associated with the pharmacy's acceptance of replenishment.

H.3.3.1. Table H-5 — Specialty Reimbursement for Use in Determining Incentives

| Option Period | Type of Rx | Pricing Basis | Guaranteed Average Price Adjustment Percentage | Guaranteed Average Dispensing Fee |
|---------------|-------------------|---------------|--|-----------------------------------|
| 1 | Specialty Brand | WAC | | (b) (4) |
| | Brand | AWP | | |
| 1 | Specialty Generic | WAC | | |
| | Generic | AWP | | |

SECTION H
SPECIAL CONTRACT REQUIREMENTS

| Option Period | Type of Rx | Pricing Basis | Guaranteed Average Price Adjustment Percentage | Guaranteed Average Dispensing Fee |
|---------------|-------------------------------|---------------|--|-----------------------------------|
| 1 | Specialty Replenished-Brand | N/A | (b) | (4) |
| 1 | Specialty Replenished-Generic | N/A | | |
| 2 | Specialty Brand Brand | WAC | | |
| | | AWP | | |
| 2 | Specialty Generic Generic | WAC | | |
| | | AWP | | |
| 2 | Specialty Replenished-Brand | N/A | | |
| 2 | Specialty Replenished-Generic | N/A | | |
| 3 | Specialty Brand Brand | WAC | | |
| | | AWP | | |
| 3 | Specialty Generic Generic | WAC | | |
| | | AWP | | |
| 3 | Specialty Replenished-Brand | N/A | | |
| 3 | Specialty Replenished-Generic | N/A | | |
| 4 | Specialty Brand Brand | WAC | | |
| | | AWP | | |
| 4 | Specialty Generic Generic | WAC | | |
| | | AWP | | |
| 4 | Specialty Replenished-Brand | N/A | | |
| 4 | Specialty Replenished-Generic | N/A | | |
| 5 | Specialty Brand Brand | WAC | | |
| | | AWP | | |
| 5 | Specialty Generic | WAC | | |

SECTION H
SPECIAL CONTRACT REQUIREMENTS

| Option Period | Type of Rx | Pricing Basis | Guaranteed Average Price Adjustment Percentage | Guaranteed Average Dispensing Fee |
|---------------|-------------------------------|---------------|--|-----------------------------------|
| | Generic | AWP | (b) | (4) |
| 5 | Specialty Replenished-Brand | N/A | | |
| 5 | Specialty Replenished-Generic | N/A | | |
| 6 | Specialty Brand Brand | WAC | | |
| | | AWP | | |
| 6 | Specialty Generic Generic | WAC | | |
| | | AWP | | |
| 6 | Specialty Replenished-Brand | N/A | | |
| 6 | Specialty Replenished-Generic | N/A | | |
| 7 | Specialty Brand Brand | WAC | | |
| | | AWP | | |
| 7 | Specialty Generic Generic | WAC | | |
| | | AWP | | |
| 7 | Specialty Replenished-Brand | N/A | | |
| 7 | Specialty Replenished-Generic | N/A | | |

Note for Specialty Reimbursement Table H-5
Each applicable "Guaranteed Average Price Adjustment Percentage" and "Guaranteed Average Dispensing Fee" in this table will be used for the calculations described in H.3.1.2

H.3.3.2. Additional Requirement. The Contractor will be ineligible for this incentive for any period when beneficiaries do not have access to all covered specialty medications.

H.3.3.3. Exclusions. The following claims are excluded from this guarantee:

- Claims that meet the exclusion criteria per H.3.2.3.
- Medications replenished by the Government.
- Medications procured by the Contractor under the MPPP.

SECTION H SPECIAL CONTRACT REQUIREMENTS

H.3.4. Market Priced Pharmaceutical Program (MPPP) Incentive

H.3.4.1. Incentive Basis. The incentive is based on a demonstrated cost savings between the Contractor's offer and the NPV's price of the same product or an equivalent available alternative.

H.3.4.2. Incentive Source Data. This incentive shall be calculated based on CDRL M140.

H.3.4.3. Calculation of Incentive. Cost savings is defined as the difference between the unit price(s) for the NDC specified in the offer under C.6.8.20 as listed on the Medical Master Catalog (MMC) (in effect at the time a prescription was dispensed), compared to the unit price of the MPPP recommended NDC actually dispensed; times the quantity of the NDC was dispensed during a given option period. If MMC prices for the drug in question have changed during the option period, cost savings will be measured correspondingly.

H.3.4.4. Incentive Amount. The Contractor shall earn a performance incentive for demonstrated savings to the Government equaling 10% of the cost savings for each of the Contractor's MPPP recommendations implemented at TRICARE Mail Order Pharmacy (TMOP). Any incentive earned will be reflected in CLIN X017.

H.3.4.5. Calculation Example. For example, consider the situation in which one prescription for a drug is dispensed each month, and the MMC unit price for that drug is \$1.00 during the first two months of an option period, but increases to \$1.10 for the final 10 months; and the price for the product sourced commercially for the same drug remains \$0.50 throughout. Total savings is $\$7.00 = (2 \times (\$1.00 - \$0.50)) + (10 \times (\$1.10 - \$0.50))$ and the resulting incentive of \$0.70 to the Contractor.

H.3.4.6. Additional Requirements. Incentives are only applicable if the government has accepted an offer under C.5.8.19.

H.3.4.7. Timing. This incentive will be calculated and settled on a quarterly basis for all savings commercial market recommendations which complete (i.e. the dispensing commercially acquired product was finished) in the preceding quarter.

H.3.4.8. Exclusions. If the savings generated by a particular offer is calculated to be negative, no incentive will apply for that offer. If the Contractor is not able to meet the terms of the recommendation as accepted by the Government, the incentive will not apply.

H.4. Performance Guarantees.

H.4.1. General. The performance guarantees described in this section are the Contractor's guarantee that the Contractor's performance will not be less than the performance standards described below. Each standard is guaranteed, measured, and assessed separately from contract standards specified in Section C and the referenced TRICARE Manuals. All self-reported Contractor data utilized in the assessment of performance relative to contract standards and performance guarantees is subject to review by the Government. The rights of the Government

SECTION H

SPECIAL CONTRACT REQUIREMENTS

and remedies described in the performance guarantee section are in addition to all other rights and remedies of the Government.

H.4.1.1. Rights and Remedies. The rights of the Government and remedies described in the Performance Guarantee paragraphs are in accordance with, and in addition to all other rights and remedies of the Government. Specifically, the Government reserves the rights and remedies set forth in FAR Clause 52.246-4, Inspection of Services and FAR Clause 52.249-8, Default.

H.4.1.2. Rounding. For the assessment of performance guarantees, percentages shall be rounded the nearest tenth of a percentage. Example: A contract standard requires a minimum of 95%. If Contractor performance is 94.89%, performance shall be assessed at 94.9% and the Contractor deemed to have not met the standard. Performance of 94.95% will be assessed at 95% and the Contractor deemed to have met the standard.

H.4.2. Forfeiture. For each occurrence the Contractor fails to meet each guaranteed standard, the Contractor shall forfeit the amount listed in the schedule below. Performance guarantee forfeitures will be applied to each reporting period in which the Contractor fails to meet or exceed the standard. Performance will be measured as specified below. The Contractor will be notified of forfeitures accumulated and assessed subsequent to each contract quarter. For the purposes of section H.4, the term "performance standard" is defined as the standard specified in this section. Each standard will be measured and assessed independently.

H.4.2.1. Timing. For administrative purposes, the Contractor will be notified of performance guarantee forfeitures on a quarterly basis via a unilateral modification in accordance with FAR 43.103(b)(3) with this section as the cited authority for the modification. Unless arrangements are made otherwise, forfeited amounts will be deducted from the next available contract payment under any line item at discretion of the Government. Total performance guarantees assessed under this subsection (except for TEDS Edit Accuracy) for any option period shall not exceed \$3,000,000. There will be no cap on total assessments for TEDS edit accuracy.

H.4.3. Performance Guarantee 1 — Mail Order Pharmacy Prescription Processing.

H.4.3.1. Standard: 100% within 10 calendar days

H.4.3.2. Definition: Mail order prescriptions shall either be shipped, scheduled for delivery, returned, pended or denied within 10 calendar days from receipt, reported monthly. Prescriptions under the Deployment Prescription Program that require clarifications or intervention will not be included in the calculation of mail order pharmacy processing time, but are subject to the requirements of C.5.7.

H.4.3.3. Performance Guarantee Application: \$125,000 each full calendar month the standard is not met.

H.4.3.4. Measurement: Calendar days. Calendar month. Self-reported by the Contractor. (CDRL Q040)

SECTION H SPECIAL CONTRACT REQUIREMENTS

H.4.4. Performance Guarantee 2 — System Availability.

H.4.4.1. Standard: 99.5% of the time.

H.4.4.2. Definition: The Contractor's claims processing system shall be available no less than 99.5% of the time, excluding external downtime. The system is considered to be unavailable when the failure rate for claims exceeds 25% for at least 30 minutes.

H.4.4.3. Performance Guarantee Application: \$125,000 each full calendar month the standard is not met.

H.4.4.4. Measurement: Time measured in minutes per calendar month. Self-reported by the Contractor. (CDRL M060)

H.4.5. Performance Guarantee 3 — Paper Claims Processing.

H.4.5.1. Standard: 95% with (b) (4) calendar days of receipt.

H.4.5.2. Definition: Paper claims shall be processed to completion with 10 calendar days of receipt.

H.4.5.3. Performance Guarantee Application: \$125,000 each full calendar month the standard is not met.

H.4.5.4. Measurement: Calendar days. Calendar month. Self-reported by the Contractor. (CDRL Q050)

H.4.6. Performance Guarantee 4 — Clinical Review Processing.

H.4.6.1. Standard: (b) (4) within (b) (4) calendar days of receipt

H.4.6.2. Definition: Clinical reviews shall be completed and notification sent to the beneficiary within (b) (4) calendar days of receipt of a properly completed request, measured monthly.

H.4.6.3. Performance Guarantee Application: \$125,000 each full calendar month the standard is not met.

H.4.6.4. Measurement: Calendar days. Calendar month. Self-reported by the Contractor. (CDRL Q010)

H.4.7. Performance Guarantee 5 — Telephone Service.

H.4.7.1. Standard: Average Speed of Answer of not more than 60 seconds

H.4.7.2. Definition: Measured on a monthly basis, all beneficiary services calls received shall be transferred to a Beneficiary Service Representative (BSR) with an Average Speed of Answer (ASA) of not more than 60 seconds between the initial connection (including any introductory message and/or automated menus) and when the phone is answered by the BSR. Calls where the beneficiary chooses not to speak to a BSR shall be excluded from this metric.

H.4.7.3. Performance Guarantee Application: \$125,000 each full calendar month the standard is not met.

H.4.7.4. Measurement: Calendar days. Calendar month. Self-reported by the Contractor. (CDRL Q020)

SECTION H SPECIAL CONTRACT REQUIREMENTS

H.4.8. Performance Guarantee 6 — Correspondence Processing.

H.4.8.1. Standard: 85% of priority correspondence will be processed to completion within 10 calendar days.

H.4.8.2. Definition: Measured on a monthly basis. Considered processed to completion after providing a response to the Government. Priority correspondence and completion standards are defined in TOM Chapter 11, Section 5.

H.4.8.3. Performance Guarantee Application: \$125,000 each full calendar month the standard is not met.

H.4.8.4. Measurement: Calendar days. Calendar month. Self-reported by the Contractor. (CDRL Q030)

H.4.9. Performance Guarantee 7 — Formulary Search Tool Corrections.

H.4.9.1. Standard: 99% of identified errors corrected within two (2) business days.

H.4.9.2. Definition: An error is defined as missing or incorrect formulary status, PA/MN requirements, age or gender restrictions, quantity limit restrictions, point of service restrictions, BCF/ECF status, copay amount based on the current TRICARE benefit design at the time the error is identified.

H.4.9.3. Performance Guarantee Application: \$125,000 each full calendar month the standard is not met.

H.4.9.4. Measurement: Business days. Calendar month. Self-reported by the Contractor. (CDRL M200).

H.4.10. Performance Guarantee 8 — TEDS Edit Accuracy.

H.4.10.1. Standard: TEDS edit accuracy will be measured on a monthly basis. The accuracy rate for TEDS edits shall be:

H.4.10.1.1. waived during first six months of OP1

H.4.10.1.2. 95% during months seven through nine of OP1

H.4.10.1.3. 99% for duration of contract

H.4.10.2. Definition: TEDS edit accuracy is defined in the TSM, Chapter 2.

H.4.10.3. Performance Guarantee Application: If the Contractor fails to meet the standard and falls below the standard, a performance guarantee amount of \$1.00 for each TEDS record not meeting the standard will be forfeited. For example, if only 93.3% of all TEDS pass edits for each of months seven, eight, and nine, then a performance guarantee amount will be applied to 1.7% of all TEDS submitted during the period (1.7% equals the difference between the Contractor's actual performance and the standard in this example). If 1.7% equates to 153,000 TEDS records, the performance guarantee forfeiture amount will be \$153,000.00 (i.e., 153,000 x \$1.00).

H.4.10.4. Measurement: The number of TEDS failing to meet the standard will be determined each calendar month by the Government based on the DHA TEDS database.

SECTION H

SPECIAL CONTRACT REQUIREMENTS

H.4.11. Performance Guarantee 9 — Benefit Design Accuracy.

H.4.11.1. Standard: The benefit design should reflect the current design as determined by the DoD Pharmacy and Therapeutics Committee, DHA policy, applicable laws and regulations, and this contract. The benefit design shall not contain erroneous information, as identified in the definition section below. Any changes shall be completed by the applicable effective date.

H.4.11.2. Definition: The Benefit Design is defined in C.7.3. A “benefit design error” is defined as an incorrect copay amount or tier status, failure to implement the appropriate drug restrictions (e.g. quantity or day supply limits, prior authorization, look back logic), failure to apply drug restrictions by point of service, or failure to include or exclude medications with regard to specific initiatives (e.g. Expanded Mail Order and MTF, Specialty Pharmaceutical Program, smoking cessation, etc.).

H.4.11.3. Performance Guarantee Application: The Contractor guarantees it will pay the Government \$125,000 each full calendar month the standard is not met and where the Government discovers the error. If the Contractor takes necessary steps to correct a Government-discovered error within 10 calendar days, the guarantee will not be applied. If the Contractor self-reports prior to the Government discovering the error and takes the necessary steps to correct the error, the guarantee will not be applied. The time taken to correct the error and the impact of the error will be factors considered in evaluation of Award Fee, as will how the discovery was made (i.e. self-reported or Government-discovered). The guarantee amount owed will be in addition to any reimbursements necessary to make either or both the beneficiary and the Government whole due to the error.

Note: An error on the FST may be calculated against the Formulary Search Tool Corrections performance guarantee or the Benefit Design Accuracy performance guarantee, but not both. The Government has the sole discretion to determine which guarantee applies for a given error.

H.4.11.4. Measurement: Calendar month. Reported by the Contractor (CDRL M200).

H.4.12. Performance Guarantee 10 — Specialty Pharmacy Accreditation.

H.4.12.1. Standard: All network specialty pharmacies shall maintain accreditation by a nationally recognized external accrediting body (e.g., URAC, ACHS, CPPA, etc.).

H.4.12.2. Definition: The Contractor shall guarantee all network specialty pharmacies maintain accreditation through a nationally recognized external accrediting body to ensure a standard of clinical care, patient support, dispensing accuracy and timely delivery of specialty medications. The Contractor shall notify the Contracting Officer if a situation occurs where a pharmacy is included in the network to fulfill specific specialty drugs but does not carry the accreditation aforementioned.

H.4.12.3. Performance Guarantee Application: \$125,000 each full calendar month the standard is not met.

H.4.12.4. Measurement: Self-reported by the Contractor. (CDRL Q180)

H.4.13. (b) (4)

SECTION H
SPECIAL CONTRACT REQUIREMENTS

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SECTION H
SPECIAL CONTRACT REQUIREMENTS



H.5. Performance Metrics.

H.5.1. System Availability.

H.5.1.1. Standard: Claims Processing System is available no less than 99.5% of the time, excluding external downtime.

H.5.2. Paper Claims.

H.5.2.1. Standard: 95% of paper claims shall be processed to completion within 10 calendar days of receipt.

H.5.2.2. Standard: 100% of paper claims shall be processed to completion within 14 calendar days of receipt.

H.5.3. Retail Network Access.

H.5.3.1. Standard: (b) (4) of beneficiaries have at least (b) (4) pharmacy within 15 minutes driving time.

H.5.3.2. Standard: (b) (4) of beneficiaries have at least (b) (4) pharmacies within 15 minutes driving time.

H.5.3.3. Standard: (b) (4) of beneficiaries have at least (b) (4) pharmacy within 30 minutes driving time.

H.5.3.4. Standard: No fewer than 35,000 retail network pharmacies.

H.5.4. Mail Order Pharmacy.

H.5.4.1. Standard: (b) (4) of Mail Order prescriptions not requiring intervention or clarification shall be shipped in (b) (4) business days from receiving the prescription.

H.5.4.2. Standard: 100% of Mail order prescriptions shall be shipped, scheduled for delivery, returned, or denied within ten (10) calendar days of receipt

H.5.4.3. Standard: Prescriptions dispensed from the TMOP shall be accurate 100% of the time, measured monthly.

H.5.5. Clinical Reviews.

H.5.5.1. Standard: (b) (4) of all clinical reviews, to include those for compound medications, shall be completed and notification sent within (b) (4) of receipt of a properly completed request, measured monthly.

SECTION H SPECIAL CONTRACT REQUIREMENTS

H.5.5.2. Standard: (b) (4) of all clinical reviews shall be completed and notification sent within ten (10) days of receipt of a properly completed request, measured monthly.

H.5.6. Beneficiary Support.

H.5.6.1. Standard: Average Speed of Answer (measured from initial connection to answer by a service representative): 60 seconds or less

H.5.6.2. Standard: Telephone Call Blockage rate: 5% or less

H.5.6.3. Standard: Abandoned Call rate at any point: 5% or less

H.5.6.4. Standard: Telephone Calls Resolved at any point: 95% during initial call

H.5.6.5. Standard: Telephone Calls Resolved at any point: 100% within 2 days

H.5.6.6. Standard: Priority Correspondence - Complete and issue resolved (to the Government's satisfaction, includes Electronic): 85% during 10 days

H.5.6.7. Standard: Priority Correspondence - Complete and issue resolved (to the Government's satisfaction, includes Electronic): 100% within 30 days

H.5.6.8. Standard: Routine Correspondence (Includes Electronic): 85% within 15 days

H.5.6.9. Standard: Routine Correspondence (Includes Electronic): 100% within 45 days

H.5.7. Pharmacy Help Desk.

H.5.7.1. Standard: Average Speed of Answer (measured from initial connection to answer by a service representative): 60 seconds or less

H.5.7.2. Standard: Telephone Call Blockage rate: 5% or less

H.5.7.3. Abandoned Call rate at any point: 5% or less

H.5.8. Formulary Search Tool.

H.5.8.1. Standard: The Contractor shall correct 99% of FST content inaccuracies within two (2) business day of the inaccuracy being identified.

H.6. Award Fee. The award fee will be administered semi-annually during each contract option period in accordance with the award fee plan. The award fee pool is shown in Section B and any awarded portions will be disbursed semi-annually in accordance with the TPharm5 Award Fee Plan (see Attachment J-5). Unearned portions of the award fee pool are not available for any subsequent award fee.

H.7. Pilots, Demonstrations, and Integrated Product Teams (IPTs).

H.7.1. Pilots and Demonstrations. The Government may require the contractor to perform novel functions within the scope of this contract as part of pilots or demonstrations. These pilots or demonstrations may be externally driven (e.g. NDAAAs) or developed by the Government to test the feasibility or practicality of changes to, additions to, or subtractions from any elements of the TRICARE Pharmacy Program. The nature of these pilots may vary across all functions of the contract and may vary in scope, duration, and effort required.

H.7.2. IPTs. The Government may develop major contract and program changes through Integrated Product Teams (IPTs). If asked to participate in this process, the Contractor shall provide the appropriate personnel (as agreed to by the CO and the Contractor) to serve on the IPTs to develop and/or improve the technical, business, and implementation approach to proposed TRICARE

SECTION H

SPECIAL CONTRACT REQUIREMENTS

program changes. The Contractor shall participate in the process with the Government team from concept development through incorporating the change into the contract. This process includes developing budgetary cost estimates, preparing specification/statements of work, and establishing a mutually agreeable equitable adjustment to the contract price as a result of incorporating the change (including pricing, negotiation, etc.). IPTs will not be formed for all contract changes, but may be formed for complex, system-wide issues. The frequency and scheduling of IPT activities will vary depending on the topic, with no greater than 150 hours per Option Period.

H.8. Requirements for Minimum Level of Enhanced Safeguarding for Unclassified DoD Information. The Contractor shall implement and maintain information security in accordance with the requirements set forth TSM Chapter 1, Section 1.1.

H.8.1. Checklist and Certification. In connection with the Enhanced Safeguarding requirements, the Contractor shall submit the System Security Plan as required in CDRL A120, System Security Plan, and annually provide the completed checklist and certification described in, CDRL A040, DoD/NIST Certification Report.

H.9. Claims Compliance and Accuracy Reviews

H.9.1. After pharmacy services begin, the Government will conduct quarterly and annual retrospective reviews of TRICARE pharmacy claims data to demonstrate agency compliance with the Payment Integrity Information Act of 2019 (PIIA).

H.9.2. The Government will conduct quarterly retrospective reviews of TRICARE pharmacy claims data. These reviews will look for errors in payment, occurrence, process and documentation. Results from claim reviews will be used to determine the Contractor's conformance to claims processing performance standards as indicated in H.9.2.7.

Retrospective reviews will identify the following types of errors:

- Payment errors – the amount of overpayments or underpayments on a claim.
- Occurrence errors – inaccurate TED record data.
- Process errors - payment errors with post payment actions that substantiate the initial processing decision. The payment error may be removed but the process error will remain.
- Documentation errors – missing or invalid documentation which impact the audit process or indicate a situation of contractual noncompliance identified during the compliance review.

On a quarterly basis, payment and occurrence reviews will be conducted on four separate categories of claims:

- Electronic retail pharmacy claims
- Paper retail pharmacy claims
- Electronic specialty pharmacy claims (for which replenishment does not occur)
- Paper specialty pharmacy claims (for which replenishment does not occur)

H.9.2.1. Sampling Methodology

SECTION H

SPECIAL CONTRACT REQUIREMENTS

H.9.2.1.1. Payment and occurrence samples shall be drawn from TED records which passed all DHA edits during the prior three months. Individual TED records within batches/vouchers which fail TRICARE edits or which are otherwise not valid for processing as submitted by the Contractor will not be included in the sampling frame. Records to be sampled for both the occurrence and payment claim reviews will be “net” records (i.e. the sum of transaction records available at the time the sample was drawn related to the initial transaction record).

H.9.2.1.2. Stratified random sampling will be conducted for payment reviews to estimate the total payment error amount. The number of strata and strata boundary points will be optimally determined and may vary by sample based on the composition of the data in the audit universe. A 100% review of claims above a high-dollar threshold (i.e. \$8,000) will be conducted. Claims below a low-dollar threshold (i.e. \$100) may be excluded, and a separate annual compliance review may be conducted on low dollar claims, as described in H.9.3. The low-dollar and high-dollar thresholds may vary by claim category and review period.

H.9.2.1.3. Payment errors will be extrapolated to determine the total payment error amount. The absolute value of errors will be considered so that underpayments do not offset overpayments. The total payment error amount will be divided by actual total paid amount to determine the percentage of dollars paid in error, which will be used to measure claims processing performance standards as indicated in H.9.2.7.

H.9.2.1.4. Simple random sampling will be conducted for occurrence reviews to measure the accuracy of TED record data. The occurrence sample claims will not duplicate any claim already drawn in another claim category.

H.9.2.2. Required Contractor Documentation

H.9.2.2.1. The Contractor shall, upon receipt of the TEDs Internal Control Number (ICN) listing from DHA, retrieve and compile processing documentation and history files for each selected TED record/claim. All documentation must be received at DHA or designated claims review Contractor within forty-five (45) calendar days from the date of the DHA letter transmitting the ICN listing.

H.9.2.2.2. The Contractor shall submit documentation, through safe and secure electronic transmittal, to DHA or its designated compliance review contractor, in the agreed upon file format as stipulated in the Memorandum of Understanding (MOU) established between the Contractor and the designated compliance review Contractor (CDRL A025).

H.9.2.2.3. The Contractor shall, for each TED record/claim, provide one legible copy of all pertinent claims documentation that demonstrates accurate claims processing. Types of documentation include but are not limited to:

- Claim related correspondence when attached to the claim or related to the adjudication action
- (e.g., development records, pharmacy receipts)
- Medical necessity or prior authorization records

SECTION H

SPECIAL CONTRACT REQUIREMENTS

- Other health insurance (OHI) documents
- Drug pricing including Maximum Allowable Charge, AWP, and or discount rate (network rate)
- Preferred Product Indicator
- Network Status
- Dispensing Fee Data
- Copy of the Explanation of Benefit (EOB) or Explanation of Payment (EOP) for each claim selected

Any additional documentation not specifically identified above that supports the Contractor's adjudication of the selected claim.

H.9.2.2.4. The Contractor shall provide an initial set of documents explaining any pertinent data field or document for supporting claims adjudication. Updated documents can be provided as revisions occur.

Examples include:

- Benefit design document
- Adjudication rules (duplicate screening, refill too soon criteria, administrative overrides)
- Document and screen shot explanations
- Description of data elements by field position in beneficiary history file printout
- Field definitions for pricing and pricing logic

H.9.2.2.5. The Contractor shall send beneficiary history (15 to 27 months) for each claim selected for review. Documentation for any claim selected with adjustment transactions completed prior to the date of the sample must include the documentation to indicate both initial and adjustment processing actions.

H.9.2.2.6. For any pharmacy service that does not have a valid reason for submitting a TED record, as defined in the TRICARE Systems Manual (TSM), a 100% payment error based on the total billed amount will be assessed. This condition is considered to be an unsupported TED record.

H.9.2.3. Payment and Process Error Determinations

H.9.2.3.1. Payment errors are the amount of over/under payments on a claim, including but not limited to a payment in the correct amount but sent to the wrong payee, denial of a payable claim, misapplication of the cost-share/co-pay/deductible, payment of a non-covered drug, etc. There are two categories of payment errors: (1) a payment error which cannot be removed with post payment processing actions; and (2) a payment error which can be removed with post payment processing actions.

H.9.2.3.2. Payment errors which can be removed with post payment actions that substantiate the initial processing decision will be removed from payment error rate but the process error will remain. Process errors are noncompliance with a required procedure or process, such as

SECTION H

SPECIAL CONTRACT REQUIREMENTS

development required but not performed or medical necessity review required but not evident and are cited in conjunction with a payment error. Claims containing process errors will not affect payment or occurrence error rates, but will be used as a performance indicator.

H.9.2.3.3. Payment errors which cannot be removed with post payment actions are based only on the claim information available up to the date the review sample is pulled. Consideration will be given to subsequent processing actions that occur prior to the date the review sample is pulled, including actions that have not passed the DHA TED record edits, only if supporting documentation to indicate the action taken and the date the action was completed is submitted with review documentation. Adjustment transactions are not allowed on claim denials, therefore, subsequent reprocessing actions to a denied claim which occurs prior to the date the audit sample is pulled will be considered during the audit. Subsequent processing actions after the date the review sample is pulled will not be considered in the audit regardless of whether resolution of a payment error exists.

H.9.2.3.4. The following are payment errors on which post payment actions are either not applicable or would not remove the payment errors assessed.

- 04K – Cost-share / Deductible Error
- 07K – Duplicate Services Paid
- 08K – Eligibility Determination — Patient
- 09K – Eligibility Determination — Provider
- 13K – OHI/TPL — Govt. Pay Miscalculated
- 14K – OHI Payment Omitted
- 15K – Payee Wrong – Patient/Sponsor
- 16K – Payee Wrong – Provider
- 18K – Pricing Incorrect
- 19K – Procedure Code Incorrect
- 20K – Signature Error
- 24K – Incorrect Benefit Determination
- 25K – Claim Not Provided
- 26K – Claim Not Auditable

H.9.2.3.5. The following are payment errors on which post-payment actions may support original processing. On rebuttal, if documentation is provided that supports the processing actions, the payment errors could be removed but the process errors would remain.

- 01K – Authorization/Pre-authorization Needed
- 02K – Unsupported Benefit Determination
- 03K – Billed Amount Incorrect
- 05K – Development Claim Denied Prematurely
- 06K – Development Required
- 10K – Medical Emergency Not Substantiated
- 11K – Medical Necessity/Review Not Evident
- 21K – Timely-Filing Error

SECTION H

SPECIAL CONTRACT REQUIREMENTS

- 76K Pricing Incorrect – Pharmacy Pricing Methodology (i.e. AWP, U&C, billed discount) Incorrectly Applied and/or Miscalculated
- 77K Pricing Incorrect – Pharmacy Compound Drug Pricing Miscalculation
- 78K Pricing Incorrect – Pharmacy Specialty Drug Rate Miscalculated
- 79K Pricing Incorrect – Pharmacy Discount Miscalculated/Not Applied
- 80K Pricing Incorrect – Pharmacy Dispensing Fee Miscalculated/Not Applied
- 99K - Other: This payment error is very general and claims would have to be reviewed on an individual basis with regard to post-payment actions.

H.9.2.3.6. Upon rebuttal, if the procedure/process is followed to conclusion and the actions support the original decision, the payment error will be removed but the procedural/process error will remain.

- 01P – Authorization/Pre-authorization needed
- 02P – Unsupported Benefit Determinations
- 05P – Development Claim Denied Prematurely
- 06P – Development Required
- 10P – Medical Emergency Not Substantiated
- 11P – Medical Necessity/Review Not Evident
- 21P – Timely Filing Error
- 23P – Contract Jurisdiction Error
- 99P – Other

H.9.2.4. Occurrence Error Determination

H.9.2.4.1. Occurrence error determinations are based on only the claim information available and those processing actions taken at the time the sample is drawn. Actions and determinations occurring subsequent to the processed date of an audited claim, such as obtaining other health insurance documentation, adjusting a claim to correct financial or other data fields, or developing for required information not obtained prior to processing, are not a consideration of the audit regardless of whether a resolution of the incorrectly coded TED record results.

H.9.2.4.2. Occurrence errors result from an incorrect entry in any data field of the TED record. There are no exceptions. Any error, including errors in financial fields, shall be counted as occurrence errors. Some TED record error conditions are not attributable to any one specific data field but apply to the record as a whole or to certain parts of the record. In addition to erroneous data field coding error conditions involving incorrect or unsupported records will result in occurrence errors being assessed. All incorrectly coded financial fields on a TED record are considered to be occurrence errors regardless of whether associated errors exists.

H.9.2.4.3. The following are occurrence error categories and codes. All TED record occurrence errors, including errors in financial fields, are counted and the error rate is expressed as a percentage of the total number of data fields in the TED record.

| Error Codes | Error Condition Specific to Claim | Number of Errors |
|-------------|-----------------------------------|------------------|
|-------------|-----------------------------------|------------------|

SECTION H

SPECIAL CONTRACT REQUIREMENTS

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| 01J | Unlike Procedures/Providers Combined (Non-institutional Record) | 7 errors for each additional utilization data set* |
| 04J | Missing Non-Institutional Utilization Data Set | 7 errors for each missing data set* |
| 05J | Extra Non-Institutional Utilization Data Set | 7 errors for each missing data set* |
| 08J | Incorrect Record Type | 5 errors |
| 09J | Separate TED Record Required | 1 error |
| 10J | Claim Not Provided for Audit | 1 error plus 1 error for each revenue code utilization data set in the TED |
| 11J | Claim Not Auditable | 1 error plus 1 error for each revenue code utilization data set in the TED |
| 12J | Unsupported TED Transaction | 1 error plus 1 error for each revenue code utilization data set in the TED |

* Not to exceed 21 errors for combination of these error conditions.

H.9.2.5. Documentation Errors

H.9.2.5.1. The following are documentation errors which can be assessed in conjunction with a payment or occurrence error. These errors are neither occurrence errors nor payment errors and are not used to calculate the occurrence or payment error rates. “L” errors are used to document and report the Contractor’s documentation problems which impact the audit process or indicate a situation of contractual noncompliance which is identified during the compliance review.

- 01L – Audit Documentation Incomplete
- 02L – Audit Documentation Illegible
- 03L – Documentation Submitted Late
- 04L – EOB/EOP Incorrect
- 05L – NAS Questionable
- 06L – Error in Claim History
- 08L – Erroneous Claim Split
- 09L – Erroneous TED Record Split
- 10L – Adjustment – No Authorizing Official
- 11L – Contract Jurisdiction Error

H.9.2.6. Rebuttals

H.9.2.6.1. The government will allow one rebuttal of initial payment and occurrence findings. The Contractor shall electronically submit the rebuttal to DHA or designated compliance review Contractor within thirty (30) calendar days of the date of DHAs initial payment and occurrence error transmittal letter and in accordance with the established MOU (C.15.1.16.4). Rebuttal

SECTION H

SPECIAL CONTRACT REQUIREMENTS

comments that are not electronically received within thirty (30) calendar days of DHAs transmittal letter will not be reviewed or considered. The post-rebuttal error determination(s) by DHA are final and will not receive further consideration.

H.9.2.6.2. After the rebuttals are reviewed by DHA or the designated claims review Contractor, the government may assess new errors based on the information submitted in the rebuttal. Similarly, the Contractor may submit one rebuttal to the new errors not previously addressed within thirty (30) calendar days of the date of DHAs payment and occurrence error transmittal letter. Rebuttal comments that are not electronically received within thirty (30) calendar days of DHAs transmittal letter will not be reviewed or considered. The post-rebuttal error determination(s) by DHA are final and will not receive further consideration.

H.9.2.7. Error Rates

H.9.2.7.1. Claims Payment Error Rate

Standard: The percentage of dollars paid in error, measured through quarterly payment reviews, is 1% for electronic retail pharmacy claims, and 4% for DMR/paper retail claims.

Measurement: The absolute value of payment errors identified in a sample will be summed by stratum and divided by the number of claims sampled for that stratum to derive the ‘mean payment error’, which will then be multiplied by the number of universe claims in each stratum to derive the ‘estimated payment error,’ which will be summed for all strata to derive the ‘total payment error amount’. The ‘total payment error amount’ will be divided by the universe actual total paid amount to arrive at the percentage of dollars paid in error.

H.9.2.7.2. Occurrence Error Rate

Standard: The standard for occurrence errors for sampled TED records, measured quarterly is 3%.

Measurement: The TED record occurrence error rate is the total number of errors divided by the total number of data fields in the sample times 100.

H.9.3. Yearly Claims Accuracy and Compliance Reviews

The Government will conduct annual retrospective claim reviews of TRICARE pharmacy claims data under the Low Dollar threshold. This focus study will commence after the end of every Government fiscal year for the purpose of demonstrating agency compliance with the Payment Integrity Information Act of 2019 (PIIA).

H.9.3.1. The Contractor shall submit required documentation consistent with requirements in H.9.2.2.

H.9.3.2. Low dollar compliance reviews are focused on payment errors only. They will not address occurrence errors or process errors.

SECTION H
SPECIAL CONTRACT REQUIREMENTS

H.9.3.3. The Government will draw samples consistent with H.9.2.1.1. Each will be limited electronic retail claims of less than \$30.00 and paper pharmacy claims less than \$10.00. The Government will provide an ICN listing for each sample. The sample size for each audit will be limited to no more than 400 claims. Each sample will contain claims from a single fiscal year.

H.9.3.4. The Contractor shall, upon receipt of the TEDs Internal Control Number (ICN) listing from DHA, retrieve and compile processing documentation and history files for each selected TED record/claim. All documentation must be received at DHA or designated claims review Contractor within forty-five (45) calendar days from the date of the DHA letter transmitting the ICN listing.

H.9.3.5. These focus studies will not be subject to rebuttal processes as described in H.9.2.6.

H.9.3.6. The Contractor shall promptly support any requests for additional information (documentation or Government inquiries) needed to clarify or explain the calculation of a final TRICARE billed amount.

(End of Section H)

SECTION I
CONTRACT CLAUSES

I.1. Clauses -- Federal Acquisition Regulation (FAR).

FAR 52.202-1 Definitions (JUN 2020)

FAR 52.203-3 Gratuities (APR 1984)

FAR 52.203-5 Covenant Against Contingent Fees (MAY 2014)

FAR 52.203-6 Restrictions on Subcontractor Sales to the Government (JUN 2020)

FAR 52.203-7 Anti-Kickback Procedures (JUN 2020)

FAR 52.203-8 Cancellation, Rescission, and Recovery of Funds for Illegal or Improper Activity (MAY 2014)

FAR 52.203-10 Price or Fee Adjustment for Illegal or Improper Activity (MAY 2014)

FAR 52.203-12 Limitation on Payments to Influence Certain Federal Transactions (JUN 2020)

FAR 52.203-13 Contractor Code of Business Ethics and Conduct (JUN2020)

FAR 52.203-19 Prohibition on Requiring Certain Internal Confidentiality Agreements or Statements (JAN 2017)

FAR 52.204-4 Printed or Copied Double-Sided Post Consumer Fiber Content (MAY 2011)

FAR 52.204-10 Reporting Executive Compensation and First-Tier Subcontract Awards (JUN 2020)

FAR 52.204-13 System for Award Management Maintenance (OCT 2018)

FAR 52.204-14 Service Contract Reporting Requirements (OCT 2016)

FAR 52.204-18 Commercial and Government Entity Code Maintenance (AUG 2020)

FAR 52.204-19 Incorporation by Reference of Representations and Certifications (DEC 2014)

FAR 52.204-21 Basic Safeguarding of Covered Contractor Information Systems (JUN 2016)

FAR 52.204-23 Prohibition on Contracting for Hardware, Software, and Services Developed or Provided by Kaspersky Lab and Other Covered Entities (JUL 2018)

FAR 52.204-25, Prohibition on Contacting for Certain Telecommunications and Video Surveillance Services Equipment (AUG 2020)

SECTION I
CONTRACT CLAUSES

FAR 52.209-6 Protecting the Government's Interest When Subcontracting with Contractors Debarred, Suspended, or Proposed for Debarment (JUN 2020)

FAR 52.209-9 Updates of Publicly Available Information Regarding Responsibility Matters (OCT 2018)

FAR 52.209-10 Prohibition on Contracting With Inverted Domestic Corporations (NOV 2015)

FAR 52.210-1 Market Research (JUN 2020)

FAR 52.211-15 Defense Priority and Allocation Requirements (APR 2008)

FAR 52.215-2 Audit and Records - Negotiation (JUN 2020)

FAR 52.215-8 Order of Precedence - Uniform Contract Format (OCT 1997)

FAR 52.215-11 Price Reduction for Defective Certified Cost or Pricing Data - Modifications (JUN 2020)

FAR 52.215-13 Subcontractor Certified Cost or Pricing Data - Modifications (JUN 2020)

FAR 52.215-15 Pension Adjustments and Asset Reversions (OCT 2010)

FAR 52.215-18 Reversion or Adjustment of Plans for Postretirement Benefits (PRB) Other Than Pensions (JUL 2005)

FAR 52.215-19 Notification of Ownership Changes (OCT 1997)

FAR 52.215-21 Requirements for Certified Cost or Pricing Data and Data Other Than Certified Cost or Pricing Data - Modifications (JUN 2020) - Alternate III (OCT 1997)

(a) Exceptions from certified cost or pricing data.

(1) In lieu of submitting certified cost or pricing data for modifications under this contract, for price adjustments expected to exceed the threshold set forth in Federal Acquisition Regulation (FAR) 15.403-4(a)(1) on the date of the agreement on price or the date of the award, whichever is later, the Contractor may submit a written request for exception by submitting the information described in paragraphs (a)(1)(i) and (ii) of this clause. If the threshold for submission of certified cost or pricing data specified in FAR 15.403-4(a)(1) is adjusted for inflation as set forth in FAR 1.109(a), then pursuant to FAR 1.109(d) the changed threshold applies throughout the remaining term of the contract, unless there is a subsequent threshold adjustment. The Contracting Officer may require additional supporting information, but only to the extent necessary to determine whether an exception should be granted, and whether the price is fair and reasonable -

(i) Identification of the law or regulation establishing the price offered. If the price is controlled under law by periodic rulings, reviews, or similar actions of a governmental body, attach a copy of the controlling document, unless it was previously submitted to the contracting office.

SECTION I
CONTRACT CLAUSES

(ii) Information on modifications of contracts or subcontracts for commercial items. (A) If -

(1) The original contract or subcontract was granted an exception from certified cost or pricing data requirements because the price agreed upon was based on adequate price competition or prices set by law or regulation, or was a contract or subcontract for the acquisition of a commercial item; and

(2) The modification (to the contract or subcontract) is not exempted based on one of these exceptions, then the Contractor may provide information to establish that the modification would not change the contract or subcontract from a contract or subcontract for the acquisition of a commercial item to a contract or subcontract for the acquisition of an item other than a commercial item.

(B) For a commercial item exception, the Contractor shall provide, at a minimum, information on prices at which the same item or similar items have previously been sold that is adequate for evaluating the reasonableness of the price of the modification. Such information may include -

(1) For catalog items, a copy of or identification of the catalog and its date, or the appropriate pages for the offered items, or a statement that the catalog is on file in the buying office to which the proposal is being submitted. Provide a copy or describe current discount policies and price lists (published or unpublished), e.g., wholesale, original equipment manufacturer, or reseller. Also explain the basis of each offered price and its relationship to the established catalog price, including how the proposed price relates to the price of recent sales in quantities similar to the proposed quantities.

(2) For market-priced items, the source and date or period of the market quotation or other basis for market price, the base amount, and applicable discounts. In addition, describe the nature of the market.

(3) For items included on an active Federal Supply Service Multiple Award Schedule contract, proof that an exception has been granted for the schedule item.

(2) The Contractor grants the Contracting Officer or an authorized representative the right to examine, at any time before award, books, records, documents, or other directly pertinent records to verify any request for an exception under this clause, and the reasonableness of price. For items priced using catalog or market prices, or law or regulation, access does not extend to cost or profit information or other data relevant solely to the Contractor's determination of the prices to be offered in the catalog or marketplace.

(b) Requirements for certified cost or pricing data. If the Contractor is not granted an exception from the requirement to submit certified cost or pricing data, the following applies:

(1) The Contractor shall submit certified cost or pricing data, data other than certified cost or pricing data, and supporting attachments in accordance with the instructions contained in Table 15-2 of FAR 15.408, which is incorporated by reference with the same force and effect as though it were inserted here in full text. The instructions in Table 15-2 are incorporated as a mandatory format to be used in this contract, unless the Contracting Officer and the Contractor agree to a different format and change this clause to use Alternate I.

(2) As soon as practicable after agreement on price, but before award (except for unpriced actions), the Contractor shall submit a Certificate of Current Cost or Pricing Data, as prescribed by FAR 15.406-2.

SECTION I
CONTRACT CLAUSES

(c) Submit the cost portion of the proposal via the following electronic media: complete cost proposals in portable document format (pdf), with supporting cost build up documentation in MS Excel (compatible to Government version).

FAR 52.215-23 Limitation on Pass-Through Charges (JUN 2020)

FAR 52.216-24 Limitation of Government Liability (APR 1984)

FAR 52.217-8 Option to Extend Services (NOV 1999)

The Government may require continued performance of any services within the limits and at the rates specified in the contract. These rates may be adjusted only as a result of revisions to prevailing labor rates provided by the Secretary of Labor. The option provision may be exercised more than once, but the total extension of performance hereunder shall not exceed 6 months. The Contracting Officer may exercise the option by written notice to the Contractor on or before **15 days** from the expiration of the current contract period of performance.

(End of Clause)

FAR 52.217-9 Option to Extend the Term of the Contract (MAR 2000)

(a) The Government may extend the term of this contract by written notice to the Contractor on or before **15 days from the expiration** of the current period of performance; provided that the Government gives the Contractor a preliminary written notice of its intent to extend **at least 60 days** before the contract expires. The preliminary notice does not commit the Government to an extension.

(b) If the Government exercises this option, the extended contract shall be considered to include this option clause.

(c) The total duration of this contract, including the exercise of any options under this clause, shall not exceed **8 years, 9 months and 1 week.**

(End of Clause)

FAR 52.219-4 Notice of Price Evaluation Preference for HUBZone Small Business Concerns. (MAR 2020)

FAR 52.219-8 Utilization of Small Business Concerns (OCT 2018)

FAR 52.219-9 Small Business Subcontracting Plan (JUN 2020) – (ALT II, NOV 2016)

FAR 52.219-16 Liquidated Damages - Subcontracting Plan (JAN 1999)

FAR 52.219-28 Post Award Small Business Program Representation (NOV 2020)

FAR 52.222-3 Convict Labor (JUN 2003)

SECTION I
CONTRACT CLAUSES

FAR 52.222-21 Prohibition of Segregated Facilities (APR 2015)

FAR 52.222-26 Equal Opportunity (SEP 2016)

FAR 52.222-35 Equal Opportunity for Veterans (JUN 2020)

FAR 52.222-36 Equal Opportunity for Workers with Disabilities (JUN 2020)

FAR 52.222-37 Employment Reports on Veterans (JUN 2020)

FAR 52.222-40 Notification of Employee Rights Under the National Labor Relations Act (DEC 2010)

FAR 52.222-41 Service Contract Labor Standards (AUG 2018)

FAR 52.222-42 Statement of Equivalent Rates for Federal Hires (MAY 2014)

In compliance with the Service Contract Act of 1965, as amended, and the regulations of the Secretary of Labor (29 CFR Part 4), this clause identifies the classes of service employees expected to be employed under the contract and states the wages and fringe benefits payable to each if they were employed by the contracting agency subject to the provisions of 5 U.S.C. 5341 or 5332.

This Statement is for Information Only: It is not a Wage Determination

| Employee Class | Monetary Wage -- Fringe Benefits (Range) |
|----------------------------|--|
| Administrative Assistant | \$16.28 per hour \$8,832-\$16,985 |
| Administrative Coordinator | \$22.13 per hour \$12,046 - \$23,163 |
| Data Entry Clerk | \$13.05 per hour \$,105 - \$13,663 |
| Financial Technician | \$14.60 per hour \$7,950 - \$15,290 |
| Customer Service Associate | \$20.03 per hour \$10,906-\$20,971 |
| /communication Coordinator | \$22.13 per hour \$12,046 - \$23,163 |

(End of Clause)

FAR 52.222-43 Fair Labor Standards Act and Service Contract Act - Price Adjustment (Multiple Year and Option Contracts) (AUG 2018)

FAR 52.222-49 Service Contract Labor Standards- Place of Performance Unknown (MAY 2014)

(a) This contract is subject to the Service Contract Labor Standards statute, and the place of performance was unknown when the solicitation was issued. In addition to places or areas identified in wage determinations, if any, attached to the solicitation, wage determinations have also been requested for the following locations: None - all performance locations have been identified (See Attachment J-7). The Contracting Officer will request wage determinations for additional places or areas of performance if asked to do so in writing no later than 30 days after an additional place of performance is identified by the Contractor.

SECTION I
CONTRACT CLAUSES

(b) Offerors who intend to perform in a place or area of performance for which a wage determination has not been attached or requested may nevertheless submit bids or proposals. However, a wage determination shall be requested and incorporated in the resultant contract retroactive to the date of contract award, and there shall be no adjustment in the contract price.

(End of Clause)

FAR 52.222-50 Combating Trafficking in Persons (OCT 2020)

FAR 52.222-54 Employment Eligibility Verification (OCT 2015)

FAR 52.222-55 Minimum Wages Under Executive Order 13658 (NOV 2020)

FAR 52.222-62 Paid Sick Leave Under Executive Order 13706 (JAN 2017)

FAR 52.223-2 Affirmative Procurement of Biobased Products Under Service and Construction Contracts (SEP 2013)

FAR 52.223-6 Drug-Free Workplace (MAY 2001)

FAR 52.223-17 Affirmative Procurement of EPA-Designated Items in Service and Construction Contracts (AUG 2018)

FAR 52.223-18 Encouraging Contractor Policies to Ban Text Messaging While Driving (JUN 2020)

FAR 52.224-1 Privacy Act Notification (APR 1984)

FAR 52.224-2 Privacy Act (APR 1984)

FAR 52.224-3 Privacy Training (JAN 2017)

FAR 52.225-13 Restrictions on Certain Foreign Purchases (FEB 2021)

FAR 52.227-1 Authorization and Consent (JUN 2020)

FAR 52.227-2 Notice and Assistance Regarding Patent and Copyright Infringement (JUN 2020)

FAR 52.227-14 Rights in Data - General (MAY 2014)

FAR 52.227-17 Rights in Data – Special Works (DEC 2007)

FAR 52.229-3 Federal, State, and Local Taxes (FEB 2013)

FAR 52.230-2 Cost Accounting Standards (JUN 2020)

FAR 52.230-6 Administration of Cost Accounting Standards (JUN 2010)

SECTION I
CONTRACT CLAUSES

FAR 52.232-1 Payments (APR 1984)

FAR 52.232-8 Discounts for Prompt Payment (FEB 2002)

FAR 52.232-11 Extras (APR 1984)

FAR 52.232-17 Interest (MAY 2014)

FAR 52.232-18 Availability of Funds (APR 1984)

FAR 52.232-19 Availability of Funds for the Next Fiscal Year (APR 1984)

Funds are not presently available for performance under this contract beyond December 31, 2022, for each exercised option period. The Government's obligation for performance of this contract beyond that date is contingent upon the availability of appropriated funds from which payment for contract purposes can be made. No legal liability on the part of the Government for any payment may arise for performance under this contract beyond these dates identified above, until funds are made available to the Contracting Officer for performance and until the Contractor receives notice of availability, to be confirmed in writing by the Contracting Officer.

(End of Clause)

FAR 52.232-23 Assignment of Claims (MAY 2014)

FAR 52.232-25 Prompt Payment (JAN 2017)

FAR 52.232-32 Performance Based Payments (APR 2012)

FAR 52.232-33 Payment by Electronic Funds Transfer - System for Award Management (OCT 2018)

FAR 52.232-39 Unenforceability of Unauthorized Obligations (JUN 2013)

FAR 52.232-40 Providing Accelerated Payment to Small Business Subcontractors (DEC 2013)

FAR 52.233-1 Disputes (MAY 2014) - Alternate I (DEC 1991)

FAR 52.233-3 Protest after Award (AUG 1996)

FAR 52.233-4 Applicable Law for Breach of Contract Claim (OCT 2004)

FAR 52.237-3 Continuity of Services (JAN 1991)

FAR 52.239-1 Privacy or Security Safeguards (AUG 1996)

FAR 52.242-1 Notice of Intent to Disallow Costs (APR 1984)

SECTION I
CONTRACT CLAUSES

FAR 52.242-3 Penalties for Unallowable Costs (MAY 2014)

FAR 52.242-5 Payments to Small Business Subcontractors (JAN 2017)

FAR 52.242-13 Bankruptcy (JUL 1995))

FAR 52.243-1 Changes - Fixed-Price (AUG 1987) - ALTERNATE I (APR 1984)

FAR 52.243-6 Change Order Accounting (APR 1984)

FAR 52.243-7 Notification of Changes (JAN 2017)

FAR 52.244-2 Subcontracts (JUN 2020)

FAR 52.244-6 Subcontracts for Commercial Items (NOV 2020)

FAR 52.246-25 Limitation of Liability - Services (FEB 1997)

FAR 52.248-1 Value Engineering (JUN 2020)

FAR 52.249-2 Termination for Convenience of the Government (Fixed-Price) (APR 2012)

FAR 52.249-8 Default (Fixed-Price Supply and Service) (APR 1984)

FAR 52.252-2 Clauses Incorporated By Reference (FEB 1998)

This contract incorporates one or more clauses by reference, with the same force and effect as if they were given in full text. Upon request, the Contracting Officer will make their full text available. Also, the full text of a clause may be accessed electronically at this address:

<https://www.acquisition.gov/>

(End of Clause)

FAR 52.252-6 Authorized Deviations in Clauses (NOV 2020)

(a) The use in this solicitation or contract of any Federal Acquisition Regulation (48 CFR Chapter 1) clause with an authorized deviation is indicated by the addition of “(DEVIATION)” after the date of the clause.

(b) The use in this solicitation or contract of any Defense Federal Acquisition Regulation (48 CFR Chapter 1) clause with an authorized deviation is indicated by the addition of “(DEVIATION)” after the name of the regulation.

(End of Clause)

FAR 52.253-1 Computer Generated Forms (JAN 1991)

I.2. Clauses -- Defense Federal Acquisition Regulation Supplement (DFARS).

**SECTION I
CONTRACT CLAUSES**

DFARS 252.201-7000 Contracting Officer's Representative (DEC 1991)

DFARS 252.203-7000 Requirements Relating to Compensation of Former DoD Officials (SEP 2011)

DFARS 252.203-7001 Prohibition on Persons Convicted of Fraud or Other Defense-Contract-Related Felonies (DEC 2008)

DFARS 252.203-7002 Requirement to Inform Employees of Whistleblower Rights (SEP 2013)

DFARS 252.203-7003 Agency Office of the Inspector General (AUG 2019)

DFARS 252.203-7004 Display of Fraud Hotline Poster(s) (AUG 2019)

DFARS 252.204-7000 Disclosure of Information (OCT 2016)

DFARS 252.204-7002 Payment for Subline Items Not Separately Priced (APR 2020)

DFARS 252.204-7003 Control of Government Personnel Work Product (APR 1992)

DFARS 252.204-7004 Antiterrorism Awareness Training for Contractors (FEB 2019)

DFARS 252.204-7009 Limitations on the Use or Disclosure of Third-Party Contractor Reported Cyber Incident Information (OCT 2016)

DFARS 252.204-7012 Safeguarding Covered Defense Information and Cyber Incident Reporting (DEC 2019)

DFARS 252.204-7015 Notice of Authorized Disclosure of Information for Litigation Support (MAY 2016)

DFARS 252.204-7018 Prohibition on the Acquisition of Covered Defense Telecommunications Equipment or Services (JAN 2021)

DFARS 252.204-7020 NIST SP800-171 DoD Assessment Requirements (NOV 2020)

DFARS 252.205-7000 Provision of Information to Cooperative Agreement Holders (DEC 1991)

DFARS 252.209-7004 Subcontracting with Firms that Are Owned or Controlled by the Government of a Country that is a State Sponsor of Terrorism (MAY 2019)

DFARS 252.211-7007 Reporting of Government-Furnished Property (AUG 2012)

DFARS 252.215-7002 Cost Estimating System Requirements (DEC 2012)

SECTION I
CONTRACT CLAUSES

DFARS 252.216-7004, Award Fee Reduction or Denial for Jeopardizing the Health or Safety of Government Personnel (SEP 2011)

DFARS 252.217-7027 Contract Definitization (DEC 2012)

DFARS 252.219-7003 Small Business Subcontracting Plan (DoD Contracts) (DEC 2019)

DFARS 252.222-7006 Restrictions on the Use of Mandatory Arbitration Agreements (DEC 2010)

DFARS 252.223-7004 Drug-Free Work Force (SEP 1988)

DFARS 252.225-7002 Qualifying Country Sources as Subcontractors (DEC 2017)

DFARS 252.225-7004 Report of Intended Performance Outside the United States and Canada—Submission after Award (OCT 2020)

DFARS 252.225-7012 Preference for Certain Domestic Commodities (DEC 2017)

DFARS 252.225-7013 Duty-Free Entry (APR 2020)

DFARS 252.225-7021 Trade Agreements – Alternate II (SEP 2019)

DFARS 252.225-7048 Export-Controlled Items (JUN 2013)

DFARS 252.226-7001 Utilization of Indian Organizations, Indian-Owned Economic Enterprises, and Native Hawaiian Small Business Concerns (APR 2019)

DFARS 252.227-7013 Rights in Technical Data – Noncommercial Items (FEB 2014)

DFARS 252.227-7015 Technical Data – Commercial Items (FEB 2014)

DFARS 252.227-7025 Limitations on the Use or Disclosure of Government-Furnished Information marked with Restrictive Legends (MAY 2013)

DFARS 252.227-7027 Deferred Ordering of Technical Data or Computer Software (APR 1988)

DFARS 252.231-7000 Supplemental Cost Principles (DEC 1991)

DFARS 252.232-7003 Electronic Submission of Payment Requests and Receiving Reports (DEC 2018)

DFARS 252.232-7007 Limitation of Government's Obligation

As prescribed in [232.706-70](#), use the following clause:

LIMITATION OF GOVERNMENT'S OBLIGATION (APR 2014)

SECTION I
CONTRACT CLAUSES

(a) Contract line item(s) 1001 -1025 are incrementally funded. For these item(s), the sum of \$317,124,296.96 of the total price is presently available for payment and allotted to this contract. An allotment schedule is set forth in paragraph (j) of this clause.

(b) For item(s) identified in paragraph (a) of this clause, the Contractor agrees to perform up to the point at which the total amount payable by the Government, including reimbursement in the event of termination of those item(s) for the Government's convenience, approximates the total amount currently allotted to the contract. The Contractor is not authorized to continue work on those item(s) beyond that point. The Government will not be obligated in any event to reimburse the Contractor in excess of the amount allotted to the contract for those item(s) regardless of anything to the contrary in the clause entitled "Termination for Convenience of the Government." As used in this clause, the total amount payable by the Government in the event of termination of applicable contract line item(s) for convenience includes costs, profit, and estimated termination settlement costs for those item(s).

(c) Notwithstanding the dates specified in the allotment schedule in paragraph (j) of this clause, the Contractor will notify the Contracting Officer in writing at least ninety days prior to the date when, in the Contractor's best judgment, the work will reach the point at which the total amount payable by the Government, including any cost for termination for convenience, will approximate 85 percent of the total amount then allotted to the contract for performance of the applicable item(s). The notification will state (1) the estimated date when that point will be reached and (2) an estimate of additional funding, if any, needed to continue performance of applicable line items up to the next scheduled date for allotment of funds identified in paragraph (j) of this clause, or to a mutually agreed upon substitute date. The notification will also advise the Contracting Officer of the estimated amount of additional funds that will be required for the timely performance of the item(s) funded pursuant to this clause, for a subsequent period as may be specified in the allotment schedule in paragraph (j) of this clause or otherwise agreed to by the parties. If after such notification additional funds are not allotted by the date identified in the Contractor's notification, or by an agreed substitute date, the Contracting Officer will terminate any item(s) for which additional funds have not been allotted, pursuant to the clause of this contract entitled "Termination for Convenience of the Government."

(d) When additional funds are allotted for continued performance of the contract line item(s) identified in paragraph (a) of this clause, the parties will agree as to the period of contract performance which will be covered by the funds. The provisions of paragraphs (b) through (d) of this clause will apply in like manner to the additional allotted funds and agreed substitute date, and the contract will be modified accordingly.

(e) If, solely by reason of failure of the Government to allot additional funds, by the dates indicated below, in amounts sufficient for timely performance of the contract line item(s) identified in paragraph (a) of this clause, the Contractor incurs additional costs or is delayed in the performance of the work under this contract and if additional funds are allotted, an equitable adjustment will be made in the price or prices (including appropriate target, billing, and ceiling prices where applicable) of the item(s), or in the time of delivery, or both. Failure to agree to any such equitable adjustment hereunder will be a dispute concerning a question of fact within the meaning of the clause entitled "Disputes."

(f) The Government may at any time prior to termination allot additional funds for the performance of the contract line item(s) identified in paragraph (a) of this clause.

SECTION I
CONTRACT CLAUSES

(g) The termination provisions of this clause do not limit the rights of the Government under the clause entitled “Default.” The provisions of this clause are limited to the work and allotment of funds for the contract line item(s) set forth in paragraph (a) of this clause. This clause no longer applies once the contract is fully funded except with regard to the rights or obligations of the parties concerning equitable adjustments negotiated under paragraphs (d) and (e) of this clause.

(h) Nothing in this clause affects the right of the Government to terminate this contract pursuant to the clause of this contract entitled “Termination for Convenience of the Government.”

(i) Nothing in this clause shall be construed as authorization of voluntary services whose acceptance is otherwise prohibited under 31 U.S.C. 1342.

(j) The parties contemplate that the Government will allot funds to this contract in accordance with the following schedule:

Funding will be obligated on a periodic basis throughout the life of the contract. It is estimated that the Government will receive at least two (2) funding allotments each option period on or about the time of option commencement and start of new fiscal year. This schedule is only an estimate and should not be taken as binding.

(End of Clause)

DFARS 252.232-7010 Levies on Contract Payments (DEC 2006)

DFARS 252.232-7013 Performance Based Payments – Deliverable Item Basis (APR 2020)

(a) Performance-based payments shall form the basis for the contract financing payments provided under this contract and shall apply to Contract Line Item Numbers (CLINs) 0001 Contract Transition-In, TRICARE Pharmacy Services. The performance-based payments schedule (Section C.15.1.15) describes the basis for payment, to include identification of the individual payment events, CLINs to which each event applies, evidence of completion, and amount of payment due upon completion of each event.

(b) In accordance with 10 U.S.C. 2307(b)(4)(A), the Contractor’s financial statements shall be in compliance with Generally Accepted Accounting Principles in order to receive performance-based payments.

(c)(1) The Contractor shall, in addition to providing the information required by FAR 52.232-32, submit information for all payment requests using the following format:

| Current performance-based payments(s) event(s) addressed by this request: | | |
|---|--------|--------|
| Contractor shall identify - | Amount | Totals |
| 1a) Negotiated value of all previously completed performance-based payment(s) event(s); | | |
| (1b) Negotiated value of the current performance-based payment(s) event(s); | | |
| (1c) Cumulative negotiated value of | | |

SECTION I
CONTRACT CLAUSES

| | | |
|--|--|--|
| performance-based payment(s) event(s) completed to date (1a) + (1b); and | | |
| (2) Total costs incurred to date. | | |

(2) Incurred cost is determined by the Contractor's accounting books and records, to which the Contractor shall provide access upon request of the Contracting Officer. An acceptable accounting system in accordance with DFARS 252.242-7006 is not required for reporting of incurred costs under this clause. If the Contractor's accounting system is not capable of tracking costs on a job order basis, the Contractor shall provide a realistic approximation of the allocation of incurred costs attributable to this contract in accordance with the Contractor's accounting system. FAR 52.232-32(m) does not require certification of incurred costs.

(d) Security for financing.

(1) Title to the property described in paragraph (f) of the clause at FAR 52.232-32, Performance-Based Payments, is the preferred security for receipt of performance-based payments.

(2)(i) If the Contractor's accounting system is not capable of identifying and tracking through the build cycle the property that is allocable and properly chargeable to this contract, the Contracting Officer may consider acceptance of one or a combination of the following alternative forms of security sufficient to constitute adequate security for the performance-based payments and so specify in the contract, consistent with FAR 32.202-4:

(A) A paramount lien on assets.

(B) An irrevocable letter of credit from a federally insured financial institution.

(C) A bond from a surety, acceptable in accordance with FAR part 28.

(D) A guarantee of repayment from a person or corporation of demonstrated liquid net worth, connected by significant ownership interest to the Contractor.

(E) Title to identified Contractor assets of adequate worth.

(ii) Paragraph (f) of the clause at FAR 52.232-32 does not apply to the extent that the Contractor and the Contracting Officer agree on alternative forms of security. In the event the Contractor fails to provide adequate security, as required in this contract, no financing payment will be made under this contract. Upon receipt of adequate security, financing payments will be made, including all previous payments to which the Contractor is entitled, in accordance with the terms of the provisions for contract financing. If at any time the Contracting Officer determines that the security provided by the Contractor is insufficient, the Contractor shall promptly provide such additional security as the Contracting Officer determines necessary. In the event the Contractor fails to provide such additional security, the Contracting Officer may collect or liquidate such security that has been provided and suspend further payments to the Contractor;

SECTION I
CONTRACT CLAUSES

and the Contractor shall repay to the Government the amount of unliquidated financing payments as the Contracting Officer at his sole discretion deems repayable.

(End of clause)

DFARS 252.237-7023: Continuation of Essential Contractor Services (OCT 2010)

(a) *Definitions.* As used in this clause—

(1) “Essential contractor service” means a service provided by a firm or individual under contract to DoD to support mission-essential functions, such as support of vital systems, including ships owned, leased, or operated in support of military missions or roles at sea; associated support activities, including installation, garrison, and base support services; and similar services provided to foreign military sales customers under the Security Assistance Program. Services are essential if the effectiveness of defense systems or operations has the potential to be seriously impaired by the interruption of these services, as determined by the appropriate functional commander or civilian equivalent.

(2) “Mission-essential functions” means those organizational activities that must be performed under all circumstances to achieve DoD component missions or responsibilities, as determined by the appropriate functional commander or civilian equivalent. Failure to perform or sustain these functions would significantly affect DoD’s ability to provide vital services or exercise authority, direction, and control.

The Government has identified all or a portion of the Contractor services performed under this Contract as essential Contractor services in support of mission essential functions. The Contractor-provided services that have been determined to be essential Contractor services in support of mission-essential functions are listed in attachment L-28,

Mission-Essential Contractor Services, dated July 29, 2020.

(b) The Contractor shall provide a written plan for continuing the performance of essential Contractor services identified in paragraph (a) this section during a crisis.

(1) The Contractor shall identify in the plan the provisions made for the acquisition of essential personnel and resources, if necessary, for continuity of operations for up to 30 days or until normal operations can be resumed;

(2) The plan must, at a minimum, address-

(i) Challenges associated with maintaining essential Contractor services during an extended event, such as a pandemic that occurs in repeated waves;

(ii) The time lapse associated with the initiation of the acquisition of essential personnel and resources and their actual availability on site;

(iii) The components, processes, and requirements for the identification, training, and preparedness of personnel who are capable of relocating to alternate facilities or performing

SECTION I
CONTRACT CLAUSES

work from home;

(iv) Any established alert and notification procedures for mobilizing identified “essential Contractor service” personnel; and

(v) The approach for communicating expectations to Contractor employees regarding their roles and responsibilities during a crisis.

(3) The Contractor shall maintain and update its plan as necessary and adhere to its requirements throughout the Contract term. The Contractor shall not materially alter the plan without the Contracting Officer’s consent.

(4) As directed by the Contracting Officer, the Contractor shall participate in training events, exercises, and drills associated with Government efforts to test the effectiveness of continuity of operations procedures and practices.

(c) In the event the Contractor anticipates not being able to perform any of the essential Contractor services identified in paragraph (a) of this section during a crisis situation, the Contractor shall notify the Contracting Officer or other designated representative as expeditiously as possible and use its best efforts to cooperate with the Government in the Government’s efforts to maintain the continuity of operations.

(d) The Government reserves the right in such crisis situations to use Federal employees of other agencies or contract support from other Contractors or to enter into new contracts for essential Contractor services. Any new contracting efforts would be conducted in accordance with OFPP letter, “Emergency Acquisitions” May 2007 and FAR and DFARS Subparts 18 and 218, respectively, or any other subsequent emergency guidance issued.

(e) Changes. The Contractor shall segregate and separately identify all costs incurred in continuing performance of essential services in a crisis situation. The Contractor shall notify the Contracting Officer of an increase or decrease in costs within ninety days after continued performance has been directed by the Contracting Officer, or within any additional period that the Contracting Officer approves in writing, but not later than the date of final payment under the contract. The Contractor’s notice shall include the Contractor’s proposal for an equitable adjustment and any data supporting the increase or decrease in the form prescribed by the Contracting Officer. The parties shall negotiate an equitable price adjustment to the contract price as soon as is practicable after receipt of the Contractor’s proposal.

(f) The contractor shall include the substance of this clause, including this paragraph (f), in subcontracts for the essential services.

(End of Clause)

DFARS 252.242-7005 Contractor Business Systems (FEB 2012)

DFARS 252.243-7001 Pricing of Contract Modifications (DEC 1991)

SECTION I
CONTRACT CLAUSES

DFARS 252.243-7002 Requests for Equitable Adjustment (DEC 2012)

DFARS 252.244-7000 Subcontracts for Commercial Items (OCT 2020)

DFARS 252.244-7001 Contractor Purchasing System Administration (MAY 2014)

DFARS 252.247-7023 Transportation of Supplies by Sea-Basic (FEB 2019)

SECTION J
ATTACHMENTS

J.1. List of Attachments:

- J-1 Definitions
- J-2 Acronyms
- J-3 Website Links
- J-4 Military Treatment Facility (MTF) Sites
- J-5 Award Fee Plan
- J-6 US Coast Guard (USCG) Sites
- J-7 Wage Determinations Revision List
- J-8 Small Business Subcontracting Plan

SECTION J
ATTACHMENT J-1 – Definitions

703 (or 703b): Refers to FY08 NDAA, section 703 that expanded Federal Ceiling Prices to the retail network. See “Federal Ceiling Prices.”

Accurate: Containing all information and void of omitted information; note that clinical and financial records may not always match and may need to be adjusted independently

Accurate Clinical Record: Contains all prescriptions dispensed to patients and the actual quantities dispensed; includes medication shipped, even if reported missing by patient

Accurate Financial Record: Correct accounting of the costs paid by patients and by the Government; accounts for reversals of fees and copays and other financial adjustments

Active User: Any beneficiary using the TRICARE pharmacy benefit under this contract.

Agent: Pharmaceuticals and supplies covered by the TRICARE Pharmacy benefit, as determined by the DoD P&T Committee.

Administrative Review/Override: Any non-clinical review. Includes automated reviews conducted in the adjudication process, profile reviews conducted prior to issuing an override code in response to certain types of edits, and system-generated prior authorizations and medical necessity determinations resulting from an MTF dispensing.

Authorized Generic: Any drug approved by the FDA under a NDA that is marketed, sold or distributed under different labeling, packaging, product code, labeler code, trade name or trade mark than the listed (i.e., brand name) drug (21 USC §355). Authorized Generics as defined and maintained by the FDA will be treated as brand name drugs, unless specified by the DoD P&T Committee.

Backorder: All products within a drug, strength and form not available from the National Prime Vendor or through commercial vendors to the Contractor for the fulfillment of DoD prescriptions.

Base Period of Performance: Runs from the initial start date of transition in until the start of pharmacy services. Can be found in Section F. Also referred to as “Initial Period of Performance”, “Transition-In”, “Start of transition” and “Start-up”.

Basic Core Formulary: The Basic Core Formulary (BCF) is a list of medications required to be on formulary at all full-service military treatment facilities (MTFs). BCF medications are intended to meet the majority of the primary care needs of DoD beneficiaries. BCF status has no impact on cost-sharing at other points of service

Brand Name Drugs: A brand name drug is a drug marketed under a proprietary, trademark-protected name. Brand name drugs are usually approved by the FDA under a NDA or a BLA. Also see “Authorized Generics.”

Branded Generic: A generic drug, as approved by the FDA under an ANDA, which has a proprietary name. Branded Generics as maintained by the FDA (i.e., Orange Book) and will be treated as generic drugs, unless specified by the DoD P&T Committee.

Business day: Any day in which the contractor’s relevant operations are staffed.

SECTION J
ATTACHMENT J-1 – Definitions

Clarification: Any out-reach to the provider to verify prescription information for completeness, accuracy, legibility and appropriate dosing or other clinical/safety aspects. Examples of necessary information include: prescription information such as drug name and strength, package size, directions, refills, quantity, prescription date, provider's name and provider's signature or beneficiary information such as address, DOB or patient name.

Confirmed Breach: An incident in which it is known that unauthorized access could occur. For example, if a laptop containing PII/PHI is lost and the contractor knows that the PII/PHI is unencrypted, then the contractor should classify and report the incident as a confirmed breach, because unauthorized access could occur due to the lack of encryption (the contractor knows this even without knowing whether or not unauthorized access to the PII/PHI has actually occurred). If the laptop is subsequently recovered and forensic investigation reveals that files containing PII/PHI were never accessed, then the possibility of unauthorized access can be ruled out, and the contractor should re-classify the incident as a non-breach incident.

Continuity of Care: Efforts taken to ensure care is provided without gaps in therapy due to limited medication access, benefit rejects or other barriers that may prevent the patient receiving the appropriate medication for the intended diagnosis.

Contract award: Block 28 on SF-33

Clinical Review: Review conducted in response to a request for prior authorization or medical necessity, prompted by submission of the appropriate form (to include electronic methods) from the prescriber or beneficiary or a telephonic inquiry from the prescriber. Appropriateness is determined relative to criteria established by P&T or contractor-developed criteria approved by the government.

Cybersecurity Incident: A violation or imminent threat of violation of computer security policies, acceptable use policies, or standard security practices, with respect to electronic PII/PHI. A cybersecurity incident may or may not involve a breach of PII/PHI. For example, a malware infection would be a possible breach if it could cause unauthorized access to PII/PHI. However, if the malware only affects data integrity or availability (not confidentiality), then a non-breach cybersecurity incident has occurred.

Day: Unless otherwise specified, a calendar day, as defined in FAR 2.101.

DHA Privacy Office: DHA Privacy and Civil Liberties Office. The DHA Privacy Office Chief is the HIPAA Privacy and Security Officer for DHA, including the National Capital Region Medical Directorate (NCRMD).

Direct Member Reimbursement (DMR): Beneficiary request for reimbursement of an agent. See TOM Chapter 23, Section 3 for additional information.

DoD Benefit Number (DBN): A unique identifier assigned to a beneficiary based on association with a DoD sponsor and used to determine benefits. DoD beneficiaries who have multiple sponsors will be assigned unique DBNs for each relationship (DoDI 6040.45). It is typically 11 digits.

DoD Identification Number (DOD ID): A unique 10-digit identifier assigned to each person who has a record in the DEERS database, including all military personnel, family members, employees, most contractors. The DoD identification number identifies the individual in all interactions with DoD. Also known as the EDI-PI (DoDI 6040.45).

SECTION J
ATTACHMENT J-1 – Definitions

Dual eligible beneficiaries: TRICARE beneficiaries who also have Medicare Parts A and B.

Dynamic linking: A process to connect various patient identification numbers (e.g., patient/sponsor SSN, DBN, DoD ID) to a single patient profile, including claims history and clinical reviews, in instances when patients are detached from one sponsor and reestablished under another separate sponsor. Examples include, but are not limited to, a beneficiary divorcing one TRICARE sponsor and marrying a different TRICARE sponsor, retirement of an active duty member who becomes the dependent of the active duty member spouse, or a dependent of a TRICARE sponsor who becomes his/her own sponsor.

Electronic Claim: Any claim received through electronic submission or other digital media, including batch claims.

Extended Core Formulary: The Extended Core Formulary (ECF) includes medications in therapeutic classes that are used to support more specialized scopes of practice than those on the Basic Core Formulary (BCF). ECF status has no impact on cost-sharing at other points of service.

Federal Ceiling Price (FCP): Pricing provisions of pharmaceuticals dispensed at retail pharmacies as outlined in 38 USC §8126 and 10 USC §1074g(f) and applied as described in 32 CFR 199.21(q). Manufacturers that do not sign the Retail Refund Pricing Agreement for specific pharmaceuticals are considered non-compliant with FCP (Non-FCP compliant).

Non -FCP compliant; Retail Exclusion: Specific drugs of manufacturers that do not sign the Retail Refund Pricing Agreement.

Generic Drugs: A drug containing the identical amounts of active ingredient(s) as the reference brand drug and has been evaluated as “therapeutically equivalent” and expected to have equal effects and no difference when substituted for the brand product. Generic drugs are approved by the FDA under an Abbreviated New Drug Application (ANDA) and are proven to be bioequivalent to an innovator drug. Also see “Branded Generics”.

In writing: Any means of notification as authorized by the beneficiary, including but not limited to, email, secure messaging, or a letter delivered via a common carrier.

Initial Period of Performance: A time frame in which the incoming contractor completes the phase-in transition activities during the outgoing contractor’s last Option Period. Also referred to as “Base Period of Performance”, “Start of transition” and “Start-up”.

Innovator drug: New agent approved by the FDA under a New Drug Application (NDA) or Biologic License Application (BLA). The NDA innovator drug is further defined by their chemical types, to include, but not limited to, new molecular entity, new active ingredients, new dosage formulations, new combinations and dosage formulation. The Innovator Drug program is explained in the August 2015 DoD Pharmacy & Therapeutics (P&T) Committee meeting minutes.

Intervention: Any out-reach to the provider to request initial or additional information regarding prior authorization, medical necessity or quantity restrictions to confirm clinical and/or safety criteria.

Line-extension: A follow-on product that has the same FDA-approved indication as the parent drug and is from the same manufacturer. Line extensions may also include products with different release

SECTION J

ATTACHMENT J-1 – Definitions

properties from the parent drug, for example, an immediate release preparation subsequently FDA-approved as a sustained release or extended release formulation, available from the same manufacturer as the parent drug. The line extension definition is outlined in the May 2014 and November 2016 DoD P&T Committee minutes.

Medical Necessity (MN): A request to demonstrate medical need for a Non-Formulary medication. If approved at retail or mail order, the beneficiary will receive a non-formulary medication at the appropriate tier formulary copay. At the MTF, an approval will allow access to the medication. MNs are categorized as a type of Clinical Review under this contract.

Non-formulary (NF) agent: A higher cost-share tier of agents based on reduced relative clinical effectiveness and cost effectiveness compared to other agents. Cost-share may be reduced with an approved Medical Necessity. These agents are generally not available at MTFs without a Medical Necessity.

Non-preferred agent: Generally agents that require an approved prior authorization or prior history of a preferred agent. Non-formulary agents are usually considered non-preferred.

Non-replenishable (non-replenished): Medications or supplies that are not available from the National Prime Vendor (NPV) to replace contractor's stock dispensed for a TRICARE prescription, due to limited distribution or NPV contract limitations. This is not the same as "Unreplenishable."

Not covered: Agent in a therapeutic class determined by the DoD P&T Committee as not to have a significant, clinically meaningful therapeutic advantage in terms of safety, effectiveness, or clinical outcome over other pharmaceutical agents (32 CFR 199.21(a)(3)(ii)). Also includes items not covered under the pharmacy benefit (eg, cosmetic). Not covered agents are not available for cost-share.

Paper Claim: A non-electronic claim request for reimbursement, usually by the beneficiary (also known as a direct member reimbursement (DMR) claim), but can also be by the pharmacy. See TOM Chapter 23, Section 3 for additional information.

Possible Breach: An incident where the possibility of unauthorized access is suspected (or should be suspected) and has not been ruled out. For example, if a laptop containing PII/PHI is lost, and the contractor does not initially know whether or not the PII/PHI was encrypted, then the incident must initially be classified as a possible breach, because it is impossible to rule out the possibility of unauthorized access to the PII/PHI. In contrast, that possibility can be ruled out immediately, and a possible breach has not occurred, when misdirected postal mail is returned unopened in its original packaging. However, if the intended recipient informs the contractor that an expected package has not been received, then a possible. A possible breach is breach exists until and unless the unopened package is returned to the contractor.

Preauthorization: Specific type of clinical review relating to the availability of certain medications through the retail pharmacy network under Federal Ceiling Price restrictions described under 32 C.F.R. 199.21(q)(2).

Preferred agent: Agents which generally do not require a prior authorization or prior history of use.

Prior Authorization (PA): See TOM, Appendix A.

SECTION J

ATTACHMENT J-1 – Definitions

Replenished (replenishment): Process by which the Contractor orders agents from the National Prime Vendor (NPV) to replace stock dispensed by prescription to an eligible TRICARE beneficiary.

Run-off Claims: Claims received at the outgoing contractor's facility prior to the start of pharmacy services of the incoming contractor. The outgoing contractor should process all run-off claims and forward all claims received on or after the new contract's service delivery start date to the new contractor.

Start of pharmacy services: The beginning of Option Period 1, which occurs after the base period of performance, or transition-in, is complete. Also referred to as "Start Date."

System Availability Calculation: The following terms are referenced in M030, Pharmacy Transaction Processing Report.

- **Total Time In Reporting Period (Total Time):** Total number of minutes in the month for which data is reported
- **Downtime:** The amount of time, expressed in minutes, that the claims processing system is not available
 - **External Downtime:** Amount of time the claims processing system or interface outside the Contractor's control is unavailable due (eg, DMDC, DISA). Includes both scheduled and unscheduled outages, expressed in minutes.
 - **Contractor Downtime:** Amount of time a claims processing system or interface within the Contractor's control is unavailable. Includes both scheduled and unscheduled downtime, measured in minutes
- **Concurrent Contractor and External Downtime (Concurrent Downtime):** Overlapping downtime between both the Contractor's system and/or connections and external systems. When both systems are "down" at the same time, such as during a scheduled maintenance window, the overlap is counted once (eg, both DMDC and the Contractor were down for maintenance from 12:01 AM PST to 1 AM PST, resulting in 60 minutes of concurrent downtime).
- **Net Contractor Downtime:** Downtime attributed to the Contractor after subtracting Concurrent Downtime, expressed in minutes
- **Adjusted Total Time:** Defined as the Total Time in the Reporting Period minus external downtime, measured in minutes. The denominator in the system availability calculation.
- **Contractor System Availability:** Adjusted Total Time minus Net Contractor Downtime. The numerator in the system availability calculation.

Utilization Management: Efficient management of access to care or drug therapies utilizing available benefit design tools. These may include quantity limits, prior authorizations, step therapy, and other activities to ensure appropriate care while minimizing costs.

SECTION J
ATTACHMENT J-2 – Acronym List

Note: Acronyms are generally referenced in Section C. Where an acronym is primarily used in another section of the contract, the contract section appears after the name.

ABA – American Banking Association (G)
ACHC – Accreditation Commission for Health Care
ADP – Automated Data Processing
ADSM – Active Duty Service Member
AFRICOM – United States Africa Command
AHLTA – Armed Forces Health Longitudinal Technology Application
AIS – Automated Information System
ANDA – Abbreviated New Drug Application
API(s) – Application Programming Interface(s)
APO – Army Post Office
AQL – Acceptable Quality Level (L)
ART – Assistance Reporting Tool
ARU – Automated Response Unit
ASAP – American Society for Automation in Pharmacy
ASAP – Automated Standard Application Payment System (G)
AWP – Average Wholesale Price
B2B – Business-to-Business Gateway
BAP – Beneficiary Advisory Panel
BCACs – Beneficiary Counseling and Assistance Coordinators
BCF – Basic Core Formulary
BLA – Biologic License Application
BPA – Blanket Purchase Agreements
BSR – Beneficiary Service Representative (M)
CAC – Common Access Card
CC&D – Catastrophic Cap and Deductible
CCDD – Catastrophic Cap and Deductible Database
CDC – Centers for Disease Control
CDD – Certificate of Data Destruction

SECTION J
ATTACHMENT J-2 – Acronym List

CDR – Clinical Data Repository
CDRL – Contract Data Requirements List
CENTCOM – United States Central Command
CFR – Code of Federal Regulations
CHCBP – Continued Health Care Benefits Program
CHCS – Composite Health Care System
CHDR – Clinical Data Repository/Health Data Repository
CIT – Continuous Integrated Testing
CLIN – Contract Line Item Number
CMS – Center for Medicare and Medicaid Services
CO – Contracting Officer
COB – Coordination of Benefits
COOP – Continuity of Operations Plan
COR – Contracting Officer’s Representative
CPAR – Contract Performance Assessment Report (L)
CPPA – Center for Pharmacy Practice Accreditation
CRC – Contractors Resource Center (G)
CRM – Contract Resource Management (G)
CSA – Clinical Support Agreement
CSR – Customer Service Representative (M)
DAPA – Distribution and Pricing Agreements
DAW – Dispense as Written
DBN – DoD Benefits Number
DEA – Drug Enforcement Agency
DEERS – Defense Enrollment Eligibility Reporting System
DFARS – Defense Federal Acquisition Regulation Supplement
DHA – Defense Health Agency
DHMSM – Defense Healthcare Management Systems Modernization
DISA – Defense Information Systems Agency
DLA-TS – Defense Logistics Agency Troop Support
DMDC – Defense Manpower Data Center

SECTION J
ATTACHMENT J-2 – Acronym List

DMR – Direct Member Reimbursement

DOB – Date of Birth

DoD – Department of Defense

DoDACC – Depart of Defense Activity Address Code (G)

DoDI – Department of Defense Instruction

DoD ID – Department of Defense Identification

DPO – Diplomatic Post Office

DPP – Deployment Prescription Program

DS Logon – DoD Self-service Logon

DSA – Data Sharing Agreement

DSCP – Defense Supply Center, Philadelphia (G)

DTM – Directive-Type Memorandum (H)

DT&E – Developmental Testing and Evaluation

DUA – Data Use Agreement

DUNS – Data Universal Numbering System (G)

DUR – Drug Utilization Review

DVA – Department of Veterans Affairs

ECF – Extended Core Formulary

EFT – Electronic Funds Transfer (G)

E/HPC – Enrollment/Health Plan Code (G)

EHR – Electronic Health Record

EI – Enterprise Infrastructure

EMC – Electronic Media Claim (G)

EOB – Explanation of Benefits

EOP – Explanation of Payment (H)

ePA – Electronic Prior Authorizations

eSRS – Electronic Subcontract Reporting System (M)

EUCOM – United States European Command

FAPIIS – Federal Awardee Performance and Integrity Information System (M)

FAR – Federal Acquisition Regulation

FCP – Federal Ceiling Price

SECTION J
ATTACHMENT J-2 – Acronym List

FDA – Food and Drug Administration
FDB – First Databank
FHP&R – Force Health Protection & Readiness
FI – Fiscal Intermediary (G)
FOIA – Freedom of Information Act
FPO – Fleet Post Office
FR – Federal Register
FRB – Federal Reserve Bank (G)
FSS – Federal Supply Schedule
FST – Formulary Search Tool
FTDTL – Forensic Toxicology Drug Testing Laboratory
FY – Fiscal Year
GAAP – Generally Accepted Accounting Principles (I)
GAO – Government Accountability Office (L)
GIQD – General Inquiry to DEERS
GCN – Generic Code Number
HA – Health Affairs
HDR – Health Data Repository
HHS – Health and Human Services
HIPAA – Health Insurance Portability and Accountability Act
HIT – Home Infusion Therapy
HL7IMM – Health Level 7 Immunizations
HUBZone – Historically Underutilized Business Zone (L)
I&O – Infrastructure and Operations Division
IA – Information Assurance
ICD – Interface Control Document
ICN – Internal Control Number (H)
IHS – Indian Health Service
INDOPACOM – United States Indo-Pacific Command
IPT(s) – Integrated Product Team(s) (H)
IRO – Independent Review Official (L)

SECTION J
ATTACHMENT J-2 – Acronym List

LEPS – Legacy Electronic Prescribing Solution (L)

LIMS – Laboratory Information Management System

LPO – Locally Processing Office (G)

MAJCOM – Major Command (includes AFRICOM, CENTCOM, EUCOM, INDOPACOM, NORTHCOM, SOUTHCOM)

MC-CD – Managed Care-Contracting Division (G)

MCSC – Managed Care Support Contractor

MHS – Military Health System

MMC – Medical Master Catalog

MME – Morphine Milligram Equivalents

MN – Medical Necessity

MOP – Mail Order Pharmacy

MOU – Memorandum of Understanding

MPPP – Market Price Pharmaceutical Program

MTFs – Military Treatment Facilities

NABP – National Association of Boards of Pharmacy

NAICS – North American Industry Classification System

NCC–MERP – National Coordinating Council for Medication Error Reporting and Prevention

NCPDP – National Council for Prescription Drug Programs

NDA – New Drug Application

NDAA – National Defense Authorization Act

NDC – National Drug Code

NF – Non-formulary

NIST – National Institute of Standards and Technology

NORTHCOM – United States Northern Command

NPV – National Prime Vendor

OCI – Organizational Conflict of Interest (H)

OHI – Other Health Insurance

OHI/SIT – Other Health Insurance Standard Insurance Table

OMB – Office of Management and Budget

OSD – Office of the Secretary of Defense

SECTION J
ATTACHMENT J-2 – Acronym List

OT&E – Operational Testing and Evaluation

OTC – Over-the-counter

P&T – DoD Pharmacy and Therapeutics Committee

PA – Prior Authorization

PBM – Pharmacy Benefit Management/Manager

PCM – Primary Care Manager

PCO – Procuring Contracting Officer (L)

PDMP – Prescription Drug Monitoring Program

PDW – Pharmacy Data Warehouse

PHI – Protected Health Information

PHS – Public Health Service

PIA – Privacy Impact Assessment

PII – Personally Identifiable Information

PIIA – Payment Integrity Information Act (H)

PMP – Prescription Monitoring Program

PMPM – Per Member Per Month (G)

POC – Point of Contact

POD – Pharmacy Operations Division

PoP – Period of Performance (F)

POSC – Pharmacy Operations Support Contract

PPI – Past Performance Information (L)

PPIRS – Past Performance Information Retrieval System (L)

ProDUR – Prospective Drug Utilization Review

PSF – Professional Service Fee (G)

PWS – Performance Work Statement

RPC – Retail Pharmacy Claims (F)

RTN – Routing Number (G)

SAM – System of Award Management (K)

SBCC – Service Branch Classification Code (G)

SCA – Service Contract Act (L)

SDB – Small Disadvantaged Business (L)

SECTION J
ATTACHMENT J-2 – Acronym List

SDD – Solutions Delivery Division

SDVOSB – Service Disabled Veteran Owned Small Business (L)

SF – Standard Form (L)

SFTP – Secure file transfer protocol

SLA – Service Level Agreement (L/M)

SOC1 – Service Organization Control Report (G)

SOE – State of Emergency

SOO – Statement of Objectives

SORN – System of Records Notice

SOUTHCOM – United States Southern Command

SOW – Statement of Work

SP – Special Publication

SPC – Special Processing Code (G)

SSA – Source Selection Authority (M)

SSAC – Source Selection Advisory Council (M)

SSAE – Statement on Standards for Attestation Engagements (G)

SSEB – Source Selection Evaluation Board (M)

SSN – Social Security Number

TED(s) – TRICARE Encounter Data

TEDS – TRICARE Encounter Data System

TEPRV – TRICARE Encounter Provider record

TFL – TRICARE for Life

TIN – Taxpayer Identification Number

TMDS – Theater Medical Data Store

TMIP – Theater Medical Information Program

TMOP – TRICARE Mail Order Pharmacy

TOM – TRICARE Operations Manual

TPharm – TRICARE Pharmacy Program/Contract

TPM – TRICARE Policy Manual

TRI – TEDS Record Indicator

TRM – TRICARE Reimbursement Manual

SECTION J
ATTACHMENT J-2 – Acronym List

TROOP – True Out-Of-Pocket expenses

TSM – TRICARE Systems Manual

UF – TRICARE Uniform Formulary

URAC – Utilization Review Accreditation Commission

US CERT – United States Computer Emergency Readiness Team

USC – United States Code

USTF – Uniformed Services Treatment Facility

VPN – Virtual Private Network

WAC – Wholesale Acquisition Cost (G/H)

WAWF – Wide Area Workflow (G)

WOSB – Woman-Owned Small Business (B)

SECTION J
ATTACHMENT J-3 – Websites Referenced in RFP

Version 2 – March 2023

| Line | Description | Link Address |
|------|---|---|
| 1 | DoD P&T Committee Meeting Minutes | https://www.health.mil/Military-Health-Topics/Access-Cost-Quality-and-Safety/Pharmacy-Operations/DOD-PT-Committee/Meeting-Minutes |
| 2 | Deployment Prescription Program | https://health.mil/dpp |
| 3 | DoD P&T Committee | https://health.mil/pandt |
| 4 | TRICARE Pharmacy Costs | www.tricare.mil/pharmacycosts |
| 5 | Beneficiary Advisory Panel | https://health.mil/bap |
| 6 | Centers for Disease Control (CDC): Vaccines and Immunizations | http://cdc.gov/vaccines |
| 7 | TRICARE: Immunizations | https://www.tricare.mil/CoveredServices/IsItCovered/Immunizations |
| 8 | DoD P&T Committee | https://health.mil/PandT |
| 9 | IT Accessibility Laws and policies: Section 508 | https://www.section508.gov/manage/laws-and-policies |
| 10 | TRICARE Website | https://tricare.mil/ |
| 11 | TRICARE Manuals | https://manuals.health.mil/ |
| 12 | DHA E-Commerce Extranet (CDRL Submission) | https://dha-ecommerce.csd.disa.mil/home.cfm |
| 13 | DHA Privacy Office Standard Contract Language | https://health.mil/Reference-Center/Forms/2020/10/27/DHA-Privacy-Office-Standard-Contract-Language |
| 14 | TRICARE Website: Pharmacy Copays | www.tricare.mil/pharmacycosts |
| 15 | DLA Troop Support Discrepancy Mailbox | PPVdiscrepancy@dla.mil |

SECTION J
ATTACHMENT J-4 Military Treatment Facility (MTF) Sites

| REGION | DOD CHAIN CODE | CHCS HOST NAME | SITE NAME | PT25 PHARMACY NAME | NCDPD | NPI | SERVICE BRANCH | SERVICE COMMAND | PHARMACY CITY | PHARMACY STATE | MTF MARKET TYPE | MTF MARKET NAME | Parent DMIS ID | DMIS ID | DMIS Facility Name | FACILITY TYPE CODE | ZIP CODE | erX SITE? | erX FAX NUMBER | STATUS | PASS COMMENTS |
|--------|----------------|----------------|-------------------|--------------------------------|---------|------------|----------------|-----------------|-------------------|----------------|-----------------|-------------------------|----------------|---------|----------------------------------|--------------------|----------|-----------|----------------|--------|--|
| East | AAA | ALTUS | ALTUS | ALTUS PHCY 07TH MDG | 372025 | 1336246180 | AIR FORCE | AETC | ALTUS | OK | SMALL MARKET | CENTRAL OKLAHOMA | 0097 | 0097 | 97th MED GRP-ALTUS | CLINIC | 73523 | | | ACTIVE | 1/25/17: Updated CCL Pharmacy Name to match name in NCDPD - RVM |
| East | AAA | ALTUS | ALTUS | DOD ALTUS ePhcy | 3728156 | 1598177370 | AIR FORCE | AETC | ALTUS | OK | SMALL MARKET | CENTRAL OKLAHOMA | 0097 | 0097 | 97th MED GRP-ALTUS | CLINIC | 73523 | YES | 5804817420 | ACTIVE | |
| Europe | EAA | AVIANO | AVIANO | AVIANO MAIN PHCY | 811058 | 1316016496 | AIR FORCE | USAFE | AVIANO | AE | DIR EUROPE | NORTHERN ITALY | 0808 | 8808 | 31st MED GRP-AVIANO | HOSP | 09604 | | | ACTIVE | |
| East | GBA | BARKSDALE | BARKSDALE | BARKSDALE MAIN PHCY | 1929299 | 1992802748 | AIR FORCE | AFSCG | BARKSDALE | LA | STAND ALONE | NONE | 0062 | 0062 | 2nd MED GRP-BARKSDALE | CLINIC | 71110 | | | ACTIVE | |
| East | GBA | BARKSDALE | BARKSDALE | BARKSDALE REFILL PHCY | 1929302 | 1467551093 | AIR FORCE | AFSCG | BARKSDALE | LA | STAND ALONE | NONE | 0062 | 0062 | 2nd MED GRP-BARKSDALE | CLINIC | 71110 | YES | 3184568348 | ACTIVE | |
| East | JAA | CAMP LEBEUNE | CAMP LEBEUNE | CAMP GEIGER PHCY | 3437591 | 1616700932 | NAVY | NMFC | CAMP LEBEUNE | NC | LARGE MARKET | NORTH CAROLINA COAST | 0091 | 1662 | BMC CAMP GEIGER MCB | CLINIC | 28547 | | | ACTIVE | |
| East | JAA | CAMP LEBEUNE | CAMP LEBEUNE | CAMP JOHNSON PHCY | 3437589 | 1700985025 | NAVY | NMFC | CAMP LEBEUNE | NC | LARGE MARKET | NORTH CAROLINA COAST | 0091 | 1663 | BMC CAMP JOHNSON MCB | CLINIC | 28547 | | | ACTIVE | |
| East | JAA | CAMP LEBEUNE | CAMP LEBEUNE | CAMP LEBEUNE MILAM PHCY | 3459890 | 1710252499 | NAVY | NMFC | CAMP LEBEUNE | NC | LARGE MARKET | NORTH CAROLINA COAST | 0091 | 0091 | NMFC CAMP LEBEUNE | HOSP | 28542 | | | ACTIVE | |
| East | JAA | CAMP LEBEUNE | CAMP LEBEUNE | CAMP LEBEUNE NH 200 PHCY | 3464790 | 1427435585 | NAVY | NMFC | CAMP LEBEUNE | NC | LARGE MARKET | NORTH CAROLINA COAST | 0091 | 0091 | NMFC CAMP LEBEUNE | HOSP | 28547 | | | ACTIVE | |
| East | JAA | CAMP LEBEUNE | CAMP LEBEUNE | CAMP LEBEUNE NH PHCY | 3437553 | 1750480059 | NAVY | NMFC | CAMP LEBEUNE | NC | LARGE MARKET | NORTH CAROLINA COAST | 0091 | 0091 | NMFC CAMP LEBEUNE | HOSP | 28547 | | | ACTIVE | |
| East | JAA | CAMP LEBEUNE | CAMP LEBEUNE | COURT HOUSE BAY PHCY | 3437616 | 1437258753 | NAVY | NMFC | CAMP LEBEUNE | NC | LARGE MARKET | NORTH CAROLINA COAST | 0091 | 1664 | BMC COURTHOUSE BAY MCB | CLINIC | 28547 | | | ACTIVE | |
| East | JAA | CAMP LEBEUNE | CAMP LEBEUNE | DOD CAMP LEBEUNE ePhcy | 3463370 | 1821400516 | NAVY | NMFC | CAMP LEBEUNE | NC | LARGE MARKET | NORTH CAROLINA COAST | 0091 | 0091 | NMFC CAMP LEBEUNE | HOSP | 28547 | YES | 9104504171 | ACTIVE | |
| East | JAA | CAMP LEBEUNE | CAMP LEBEUNE | FRENCH CREEK PHCY | 3437604 | 1528167848 | NAVY | NMFC | CAMP LEBEUNE | NC | LARGE MARKET | NORTH CAROLINA COAST | 0091 | 1995 | BMC FRENCH CREEK MCB | CLINIC | 28547 | | | ACTIVE | |
| East | JAA | CAMP LEBEUNE | CAMP LEBEUNE | HADNOT POINT PHCY | 3437565 | 1582703294 | NAVY | NMFC | CAMP LEBEUNE | NC | LARGE MARKET | NORTH CAROLINA COAST | 0091 | 1992 | BMC BLDG 15 MCB CAMP LEBEUNE | CLINIC | 28547 | | | ACTIVE | |
| East | JAA | CAMP LEBEUNE | CAMP LEBEUNE | MAIRINE CORPS EXCHANGE PHCY | 3437628 | 1059470979 | NAVY | NMFC | CAMP LEBEUNE | NC | LARGE MARKET | NORTH CAROLINA COAST | 0091 | 0091 | NMFC CAMP LEBEUNE | HOSP | 28547 | | | ACTIVE | |
| East | JAA | CAMP LEBEUNE | CAMP LEBEUNE | NEW RIVER ARISTATION PHCY | 3437577 | 1891894119 | NAVY | NMFC | CAMP LEBEUNE | NC | LARGE MARKET | NORTH CAROLINA COAST | 0091 | 0333 | BMC MCMH NEW RIVER-LEJEUNE | CLINIC | 28547 | | | ACTIVE | |
| East | JAB | CAMP LEBEUNE | CHERRY POINT | CHERRY POINT PHCY | 3429481 | 1215036546 | NAVY | NMFC | CHERRY POINT | NC | LARGE MARKET | NORTH CAROLINA COAST | 0092 | 0092 | NMFC CHERRY POINT | CLINIC | 28533 | | | ACTIVE | |
| East | JAB | CAMP LEBEUNE | CHERRY POINT | DOD CHERRY POINT ePhcy | 3463407 | 1104238724 | NAVY | NMFC | CHERRY POINT | NC | LARGE MARKET | NORTH CAROLINA COAST | 0092 | 0092 | NMFC CHERRY POINT | CLINIC | 28533 | YES | 254660287 | ACTIVE | |
| West | BAF | CAMP PENDLETON | OCEANSIDE | OCEANSIDE TOC ePhy PHCY | 5651650 | 1114330982 | NAVY | NMFW | OCEANSIDE | CA | LARGE MARKET | SAN DIEGO | 0029 | 0029 | NMFC SAN DIEGO | HOSP | 92056 | | | ACTIVE | |
| West | BAF | CAMP PENDLETON | OCEANSIDE | OCEANSIDE TOC PHCY | 0549468 | 1760589527 | NAVY | NMFW | OCEANSIDE | CA | LARGE MARKET | SAN DIEGO | 0029 | 0029 | NMFC SAN DIEGO | HOSP | 92056 | | | ACTIVE | |
| West | BAK | CAMP PENDLETON | TWENTY-NINE PALMS | 29 PALMS MAIN PHCY | 0549610 | 1598868424 | NAVY | NMFW | TWENTY NINE PALMS | CA | STAND ALONE | NONE | 0030 | 0030 | NH TWENTYNINE PALMS | HOSP | 92278 | YES | 7608 02131 | ACTIVE | |
| West | BAK | CAMP PENDLETON | TWENTY-NINE PALMS | 29 PALMS MOC PHCY | 0549723 | 1308941653 | NAVY | NMFW | TWENTY NINE PALMS | CA | STAND ALONE | NONE | 0030 | 0030 | NH TWENTYNINE PALMS | HOSP | 92278 | | | ACTIVE | |
| West | BAK | CAMP PENDLETON | TWENTY-NINE PALMS | 29 PALMS REFILL PHCY | 5651460 | 1154733947 | NAVY | NMFW | TWENTY NINE PALMS | CA | STAND ALONE | NONE | 0030 | 0030 | NH TWENTYNINE PALMS | HOSP | 92278 | | | ACTIVE | |
| West | JAA | CANNON | CANNON | CANNON MAIN PHCY | 3210185 | 1871692228 | AIR FORCE | AFSCG | CANNON | NM | STAND ALONE | NONE | 5537 | 5538 | 27th SPEC OPS MED GRP-CANNON | CLINIC | 88103 | | | ACTIVE | |
| West | JAA | CANNON | CANNON | DOD CANNON ePhcy | 3212759 | 1471735602 | AIR FORCE | AFSCG | CANNON | NM | STAND ALONE | NONE | 5537 | 5538 | 27th SPEC OPS MED GRP-CANNON | CLINIC | 88103 | YES | 5757847494 | ACTIVE | |
| East | JAA | CHARLESTON NH | BEAUFORT | BEAUFORT MAIN PHCY | 4222701 | 1881793940 | NAVY | NMFC | BEAUFORT | SC | LARGE MARKET | OW COUNTRY | 0104 | 0104 | NH BEAUFORT | HOSP | 29902 | | | ACTIVE | |
| East | JAA | CHARLESTON NH | BEAUFORT | BEAUFORT MCAS PHCY | 4222725 | 1215036470 | NAVY | NMFC | BEAUFORT | SC | LARGE MARKET | OW COUNTRY | 0104 | 0360 | NBHC MCAS BEAUFORT | CLINIC | 29904 | | | ACTIVE | No transactions from March 2013 - Feb 2015 Reactivated NCDPD/NPI in Feb 2015 with new name /purpose/location |
| East | JAA | CHARLESTON NH | BEAUFORT | DOD BEAUFORT ePhcy | 4222245 | 1811309339 | NAVY | NMFC | BEAUFORT | SC | LARGE MARKET | OW COUNTRY | 0104 | 0104 | NH BEAUFORT | HOSP | 29902 | YES | 8432285272 | ACTIVE | |
| East | JAC | CHARLESTON NH | CHARLESTON AFB | CHARLESTON AFB MAIN PHCY | 4222181 | 1972602134 | AIR FORCE | AFSC | CHARLESTON | SC | LARGE MARKET | NATIONAL CAPITAL REGION | 0356 | 0356 | 628th MED GRP-CHARLESTON | CLINIC | 29404 | | | ACTIVE | |
| East | JAC | CHARLESTON NH | CHARLESTON AFB | DOD CHARLESTON AFB ePhcy | 4232795 | 1114321368 | AIR FORCE | AFSC | CHARLESTON | SC | LARGE MARKET | NATIONAL CAPITAL REGION | 0356 | 0356 | 628th MED GRP-CHARLESTON | CLINIC | 29404 | YES | 8439363677 | ACTIVE | |
| East | JAD | CHARLESTON NH | CHARLESTON NH | CHARLESTON NH PHCY | 4222749 | 1841399011 | NAVY | NMFC | CHARLESTON | SC | LARGE MARKET | OW COUNTRY | 0103 | 0103 | NH CHARLESTON | CLINIC | 29445 | YES | 8437946996 | ACTIVE | |
| East | JAD | CHARLESTON NH | PARRIS ISLAND | PARRIS ISLAND PHCY | 4222713 | 1306495563 | NAVY | NMFC | PARRIS ISLAND | SC | LARGE MARKET | OW COUNTRY | 0104 | 0358 | NBHC MCRD PARRIS ISLAND | CLINIC | 29905 | | | ACTIVE | |
| East | AAA | COLUMBUS | COLUMBUS | COLUMBUS PHCY | 2520179 | 1386743706 | AIR FORCE | AETC | COLUMBUS | MS | STAND ALONE | NONE | 0074 | 0074 | 14th MED GRP-COLUMBUS | CLINIC | 39710 | | | ACTIVE | |
| East | AAA | COLUMBUS | COLUMBUS | DOD COLUMBUS ePhcy | 2589853 | 1558760504 | AIR FORCE | AETC | COLUMBUS | MS | STAND ALONE | NONE | 0074 | 0074 | 14th MED GRP-COLUMBUS | CLINIC | 39710 | YES | 662342169 | ACTIVE | |
| East | KCA | CORPUS CHRISTI | CORPUS CHRISTI | CORPUS CHRISTI PHCY | 4511398 | 1427157668 | NAVY | NMFC | CORPUS CHRISTI | TX | SMALL MARKET | CORPUS CHRISTI | 0118 | 0118 | NH CORPUS CHRISTI | CLINIC | 78419 | | | ACTIVE | |
| East | KCA | CORPUS CHRISTI | CORPUS CHRISTI | DOD CORPUS CHRISTI ePhcy | 5911753 | 1033521737 | NAVY | NMFC | CORPUS CHRISTI | TX | SMALL MARKET | CORPUS CHRISTI | 0118 | 0118 | NH CORPUS CHRISTI | CLINIC | 78419 | YES | 3619613264 | ACTIVE | |
| East | KCE | CORPUS CHRISTI | FT. WORTH | DOD FT. WORTH JT RB ePhcy | 5911777 | 1022410554 | NAVY | NMFC | FT. WORTH | TX | STAND ALONE | NONE | 0118 | 0118 | NBHC FT. WORTH | CLINIC | 76127 | YES | 8177825908 | ACTIVE | |
| East | KCE | CORPUS CHRISTI | FT. WORTH | FT. WORTH JT RES BASE PHCY | 4511386 | 1451705664 | NAVY | NMFC | FT. WORTH | TX | STAND ALONE | NONE | 0118 | 0118 | NBHC FT. WORTH | CLINIC | 76127 | | | ACTIVE | |
| East | KCD | CORPUS CHRISTI | KINGSVILLE | DOD KINGSVILLE ePhcy | 5911791 | 1275945776 | NAVY | NMFC | KINGSVILLE | TX | SMALL MARKET | CORPUS CHRISTI | 0118 | 0369 | NBHC KINGSVILLE | CLINIC | 78363 | YES | 3615 66561 | ACTIVE | |
| East | KCD | CORPUS CHRISTI | KINGSVILLE | KINGSVILLE PHCY | 4511362 | 1417054263 | NAVY | NMFC | KINGSVILLE | TX | SMALL MARKET | CORPUS CHRISTI | 0118 | 0369 | NBHC KINGSVILLE | CLINIC | 78363 | | | ACTIVE | |
| West | JBA | DAVIS MONTAN | DAVIS MONTAN | DAVISON MAIN PHCY 335TH MDG | 0322103 | 1093814154 | AIR FORCE | ACC | DAVIS-MONTAN | AZ | STAND ALONE | NONE | 0010 | 0010 | AF-C-355th MEDGRP-DM | CLINIC | 85707 | | | ACTIVE | 1/25/17: Updated CCL Pharmacy Name to match name in NCDPD - RVM |
| West | JBA | DAVIS MONTAN | DAVIS MONTAN | DAVISON SATL PHCY | 0324603 | 1205935244 | AIR FORCE | ACC | DAVIS-MONTAN | AZ | STAND ALONE | NONE | 0010 | 0010 | AF-C-355th MEDGRP-DM | CLINIC | 85707 | | | ACTIVE | 1/25/17: Updated CCL Pharmacy Name to match name in NCDPD - RVM |
| West | JBA | DAVIS MONTAN | DAVIS MONTAN | DOD DAVIS-MON SATL ePhcy | 0358944 | 1366855155 | AIR FORCE | ACC | DAVIS-MONTAN | AZ | STAND ALONE | NONE | 0010 | 0010 | AF-C-355th MEDGRP-DM | CLINIC | 85707 | YES | 5202287259 | ACTIVE | |
| East | ICA | DOVER | DOVER | DOD DOVER ePhcy | 0845505 | 1740692433 | AIR FORCE | AMC | DOVER | DE | STAND ALONE | NONE | 0036 | 0036 | AF-C- 36th MEDGRP-DOVER | CLINIC | 19902 | YES | 3026773083 | ACTIVE | |
| East | ICA | DOVER | DOVER | DOVER MAIN PHCY | 0803735 | 1336248095 | AIR FORCE | AMC | DOVER | DE | STAND ALONE | NONE | 0036 | 0036 | AF-C- 36th MEDGRP-DOVER | CLINIC | 19902 | | | ACTIVE | |
| East | KDA | DYESS | DYESS | DOD DYESS ePhcy | 5911426 | 1710396031 | AIR FORCE | ACC | DYESS | TX | STAND ALONE | NONE | 0112 | 0112 | 7th MED GRP-DYESS | CLINIC | 79607 | | | ACTIVE | |
| East | KDA | DYESS | DYESS | DYESS PHCY | 4511413 | 1336248574 | AIR FORCE | ACC | DYESS | TX | STAND ALONE | NONE | 0112 | 0112 | 7th MED GRP-DYESS | CLINIC | 79607 | | | ACTIVE | |
| West | NBA | EDWARDS | EDWARDS | DOD EDWARDS ePhcy | 5651787 | 1548673163 | AIR FORCE | AFMRC | EDWARDS | CA | STAND ALONE | NONE | 0019 | 0019 | 412th MED GRP-EDWARDS | CLINIC | 91524 | YES | 6612778284 | ACTIVE | |
| West | NBA | EDWARDS | EDWARDS | EDWARDS PHCY | 0640345 | 1982703930 | AIR FORCE | AFMRC | EDWARDS | CA | STAND ALONE | NONE | 0019 | 0019 | 412th MED GRP-EDWARDS | CLINIC | 91524 | | | ACTIVE | |
| East | NBB | EGLIN | EGLIN | DOD EGLIN ePhcy | 5720623 | 1598177123 | AIR FORCE | AFMRC | EGLIN | FL | LARGE MARKET | FLORIDA PANHANDLE | 0042 | 0042 | AF-H-96th MEDGRP-EGLIN | HOSP | 32542 | YES | 8508839131 | ACTIVE | 5/21/19: Fax update RVM |
| East | NBB | EGLIN | EGLIN | EGLIN BX SATL PHCY | 1088764 | 1922107689 | AIR FORCE | AFMRC | EGLIN | FL | LARGE MARKET | FLORIDA PANHANDLE | 0042 | 0042 | AF-H-96th MEDGRP-EGLIN | HOSP | 32542 | | | ACTIVE | |
| East | NBB | EGLIN | EGLIN | EGLIN CALL IN REFILLS PHCY | 1088752 | 1013016773 | AIR FORCE | AFMRC | EGLIN | FL | LARGE MARKET | FLORIDA PANHANDLE | 0042 | 0042 | AF-H-96th MEDGRP-EGLIN | HOSP | 32542 | | | ACTIVE | |
| East | NBB | EGLIN | EGLIN | EGLIN MAIN PHARMACY | 1079260 | 1659478902 | AIR FORCE | AFMRC | EGLIN | FL | LARGE MARKET | FLORIDA PANHANDLE | 0042 | 0042 | AF-H-96th MEDGRP-EGLIN | HOSP | 32542 | | | ACTIVE | |
| East | NBB | EGLIN | EGLIN | EGLIN NORMAL MED LAB PHCY | 1088740 | 1972602613 | AIR FORCE | AFMRC | EGLIN | FL | LARGE MARKET | FLORIDA PANHANDLE | 0042 | 0042 | AF-H-96th MEDGRP-EGLIN | HOSP | 32542 | | | ACTIVE | |
| East | NBB | EGLIN | EGLIN | EGLIN SPG PHCY | 5724225 | 1083012223 | AIR FORCE | AFMRC | EGLIN | FL | LARGE MARKET | FLORIDA PANHANDLE | 0042 | 0042 | AF-H-96th MEDGRP-EGLIN | HOSP | 32542 | | | ACTIVE | New January 2015 |
| East | NBC | EGLIN | HURLBURT FIELD | DOD HURLBURT ePhcy | 5724150 | 1518555601 | AIR FORCE | AFSCG | HURLBURT FIELD | FL | LARGE MARKET | FLORIDA PANHANDLE | 7139 | 7139 | AF-C-18th SPL OPS MED-HURLBURT | CLINIC | 32544 | YES | 8508814736 | ACTIVE | |
| East | NBC | EGLIN | HURLBURT FIELD | HURLBURT MAIN PHCY | 1088788 | 1568565317 | AIR FORCE | AFSCG | HURLBURT FIELD | FL | LARGE MARKET | FLORIDA PANHANDLE | 7139 | 7139 | AF-C-18th SPL OPS MED-HURLBURT | CLINIC | 32544 | | | ACTIVE | New January 2015 |
| West | JCA | ELLSWORTH | ELLSWORTH | DOD ELLSWORTH ePhcy | 4354508 | 1710396030 | AIR FORCE | ACC | ELLSWORTH | SD | STAND ALONE | NONE | 0106 | 0106 | AF-C-28th MEDGRP-ELLSWORTH | CLINIC | 57706 | YES | 4053853679 | ACTIVE | |
| West | JCA | ELLSWORTH | ELLSWORTH | ELLSWORTH PHCY 28TH MDG | 4354069 | 1699872440 | AIR FORCE | ACC | ELLSWORTH | SD | STAND ALONE | NONE | 0106 | 0106 | AF-C-28th MEDGRP-ELLSWORTH | CLINIC | 57706 | | | ACTIVE | |
| West | PAA | ELMENDORF | ELMENDORF | DOD ELMENDORF ePhcy | 0228331 | 1629481486 | AIR FORCE | PACAF | ELMENDORF | AK | LARGE MARKET | ALASKA | 0006 | 0006 | AF-H-673rd MEDGRP JBER-ELMENDORF | HOSP | 99506 | YES | 9075809911 | ACTIVE | 9/11/1 : Updated fax number RVM |
| West | PAA | ELMENDORF | ELMENDORF | ELMENDORF PHCY | 0302402 | 1295834356 | AIR FORCE | PACAF | ELMENDORF | AK | LARGE MARKET | ALASKA | 0006 | 0006 | AF-H-673rd MEDGRP JBER-ELMENDORF | HOSP | 99506 | | | ACTIVE | |
| West | PAB | ELMENDORF | ELMENDORF | RICHARDSON PHCY | 0202387 | 1497854558 | ARMY | RHC-P | RICHARDSON | AK | LARGE MARKET | ALASKA | 0005 | 0004 | THE RICHARDSON | CLINIC | 99034 | | | ACTIVE | |
| West | AAA | FAIRCHILD | FAIRCHILD | FAIRCHILD MAIN PHCY - 92ND MDG | | | | | | | | | | | | | | | | | |

SECTION J
ATTACHMENT J-4 Military Treatment Facility (MTF) Sites

| REGION | DOD CHAIN CODE | CHCS HOST NAME | SITE NAME | POTS PHARMACY NAME | NCPDP | NPI | SERVICE BRANCH | SERVICE COMMAND | PHARMACY CITY | PHARMACY STATE | MT MARKET TYPE | MTF MARKET NAME | Parent DMSIS ID | DMSIS ID | DMSIS Facility Name | FACILITY TYPE CODE | ZIP CODE | erX SITE? | erX FAX NUMBER | STATUS | PASS COMMENTS |
|--------|----------------|----------------|---------------------------|---------------------------------------|---------|-------------|----------------|-----------------|----------------|----------------|----------------|------------------------|-----------------|----------|--------------------------------|--------------------|----------|-----------|----------------|--|--|
| West | JDA | PT. BLISS | PT. BLISS | DoD FT BLISS WOMAC ePhcy | 5911854 | 1609290916 | ARMY | RHC-C | EL PASO | TX | LARGE MARKET | EL PASO | 0108 | 0108 | WILLIAM BEALMONT AMC-FT. BLISS | HOSP | 79923 | YES | | 10/16/15: Per Rose Richard Cisneros at Ft. B. Is requested name change from DoD FT BLISS ePhcy to DoD FT BLISS | |
| West | JDB | PT. BLISS | WHITE SANDS MISSILE RANGE | DoD WHITE SANDS MR ePhcy | 3212711 | 1952716896 | ARMY | RHC-C | WHITE SANDS MR | NM | LARGE MARKET | EL PASO | 0108 | 0108 | AHC MCAFEE-WHITE SANDS MSL RAN | CLINIC | 88002 | YES | 5756743630 | ACTIVE | |
| East | JBA | FT. BRAGG | FT. BRAGG | WHITE SANDS MISSILE RANGE | 3210224 | 1780783134 | ARMY | RHC-C | WHITE SANDS MR | NM | LARGE MARKET | L. PASO | 0108 | 0108 | AHC MCAFEE-WHITE SANDS MSL RAN | CLINIC | 88002 | | | ACTIVE | |
| East | JBA | FT. BRAGG | FT. BRAGG | BRAGG CBPC CC PHCY | 3585444 | 1552264957 | ARMY | RHC-A | FAVETTEVILLE | NC | LARGE MARKET | CENTRAL NORTH CAROLINA | 0089 | 8105 | CBMH FAYETTEVILLE-BRAGG | CLINIC | 28314 | | | ACTIVE | |
| East | JBA | FT. BRAGG | FT. BRAGG | BRAGG CBPC CC PHCY | 3585432 | 1558163598 | ARMY | RHC-A | HOPE MILLS | NC | LARGE MARKET | CENTRAL NORTH CAROLINA | 0089 | 8106 | CBMH HOPE MILLS-BRAGG | CLINIC | 28348 | | | ACTIVE | |
| East | JBA | FT. BRAGG | FT. BRAGG | BRAGG CLARK HC PHCY | 3437515 | 1518064369 | ARMY | RHC-A | FT. BRAGG | NC | LARGE MARKET | CENTRAL NORTH CAROLINA | 0089 | 7294 | CLARK CLINIC-BRAGG | CLINIC | 28310 | | | ACTIVE | |
| East | JBA | FT. BRAGG | FT. BRAGG | BRAGG ED DC PHCY | 3471620 | 1033757150 | ARMY | RHC-A | FT. BRAGG | NC | LARGE MARKET | CENTRAL NORTH CAROLINA | 0089 | 0089 | AMC WOMACK-BRAGG | HOSP | 28310 | | | ACTIVE | 5/31/19: New MTF Pharmacy - RVM |
| East | JBA | FT. BRAGG | FT. BRAGG | BRAGG INPAT NEW WAMC PHCY | 3437464 | 1378642560 | ARMY | RHC-A | FT. BRAGG | NC | LARGE MARKET | CENTRAL NORTH CAROLINA | 0089 | 0089 | AMC WOMACK-BRAGG | HOSP | 28310 | | | ACTIVE | |
| East | JBA | FT. BRAGG | FT. BRAGG | BRAGG JOEL HC PHCY | 3437503 | 1447359732 | ARMY | RHC-A | FT. BRAGG | NC | LARGE MARKET | CENTRAL NORTH CAROLINA | 0089 | 7296 | JOEL CLINIC-BRAGG | CLINIC | 28310 | | | ACTIVE | |
| East | JBA | FT. BRAGG | FT. BRAGG | BRAGG LINDEN OAKS PHCY | 3465324 | 1932577368 | ARMY | RHC-A | CAMERON | NC | LARGE MARKET | CENTRAL NORTH CAROLINA | 0089 | 8107 | CBMH LINDEN OAKS-BRAGG | CB-CLN | 28326 | | | ACTIVE | 9/ /15: New Ft. Bragg Pharmacy - RVM |
| East | JBA | FT. BRAGG | FT. BRAGG | BRAGG OMC NEW WAMC PHCY | 3437452 | 1609973452 | ARMY | RHC-A | FT. BRAGG | NC | LARGE MARKET | CENTRAL NORTH CAROLINA | 0089 | 0089 | AMC WOMACK-BRAGG | HOSP | 28310 | | | ACTIVE | |
| East | JBA | FT. BRAGG | FT. BRAGG | BRAGG OP NEW WAMC PHCY | 3437476 | 1285733576 | ARMY | RHC-A | FT. BRAGG | NC | LARGE MARKET | CENTRAL NORTH CAROLINA | 0089 | 0089 | AMC WOMACK-BRAGG | HOSP | 28310 | | | ACTIVE | |
| East | JBA | FT. BRAGG | FT. BRAGG | BRAGG PACU PHCY | 3471632 | 1356907471 | ARMY | RHC-A | FT. BRAGG | NC | LARGE MARKET | CENTRAL NORTH CAROLINA | 0089 | 0089 | AMC WOMACK-BRAGG | HOSP | 28310 | | | ACTIVE | 5/31/19: New MTF Pharmacy - RVM |
| East | JBA | FT. BRAGG | FT. BRAGG | BRAGG PX PHCY | 3437490 | 1538268826 | ARMY | RHC-A | FT. BRAGG | NC | LARGE MARKET | CENTRAL NORTH CAROLINA | 0089 | 0089 | AMC WOMACK-BRAGG | HOSP | 28310 | | | ACTIVE | |
| East | JBA | FT. BRAGG | FT. BRAGG | BRAGG ROBINSON HC PHCY | 3437488 | 1093814386 | ARMY | RHC-A | FT. BRAGG | NC | LARGE MARKET | CENTRAL NORTH CAROLINA | 0089 | 7143 | ROBINSON CLINIC-BRAGG | CLINIC | 28310 | | | ACTIVE | |
| East | JBA | FT. BRAGG | FT. BRAGG | BRAGG WOMACK ANNEX PHCY | 3466713 | 1891240708 | ARMY | RHC-A | FT. BRAGG | NC | LARGE MARKET | CENTRAL NORTH CAROLINA | 0089 | 0089 | AMC WOMACK-BRAGG | HOSP | 28307 | | | ACTIVE | 11/23/ 6: COL Raney wants pharmacy name to change to BRAGG WOMACK ANNEX PHCY - RVM, 10/20/2016 added |
| East | JBA | FT. BRAGG | FT. BRAGG | DoD FT BRAGG ePhcy | 3463445 | 1912310772 | ARMY | RHC-A | FT. BRAGG | NC | LARGE MARKET | CENTRAL NORTH CAROLINA | 0089 | 0089 | AMC WOMACK-BRAGG | HOSP | 28310 | YES | 9105703371 | | |
| East | JBB | FT. BRAGG | POPE ARMY AIRFIELD | POPE PHCY | 3437313 | 1467551754 | ARMY | RHC-A | FAVETTEVILLE | NC | LARGE MARKET | CENTRAL NORTH CAROLINA | 0089 | 8034 | TROOP & FAMILY MED CL-BRAGG | CLINIC | 28308 | | | ACTIVE | |
| East | SAA | FT. CAMPBELL | FT. CAMPBELL | CAMPB # 10 THIC PHCY | 1832434 | 1457643231 | ARMY | RHC-A | FT. CAMPBELL | KY | LARGE MARKET | SOUTHWESTERN KENTUCKY | 0060 | 7341 | BYRD HEALTH CLINIC-CAMPBELL | CLINIC | 42223 | | | ACTIVE | |
| East | SAA | FT. CAMPBELL | FT. CAMPBELL | CAMPB # 5 THIC | 1825845 | 1871802418 | ARMY | RHC-A | FT. CAMPBELL | KY | LARGE MARKET | SOUTHWESTERN KENTUCKY | 0060 | 0060 | AVIATION MEDICINE C-CAMPBELL | CLINIC | 42223 | | | ACTIVE | |
| East | SAA | FT. CAMPBELL | FT. CAMPBELL | CAMPB CBPC SEC PHCY | 4434360 | 1891095154 | ARMY | RHC-A | FT. CAMPBELL | KY | LARGE MARKET | SOUTHWESTERN KENTUCKY | 0060 | 6108 | CBMH SCREAMING EAGLE-CAMPBELL | CLINIC | 37040 | | | ACTIVE | |
| East | SAA | FT. CAMPBELL | FT. CAMPBELL | CAMPB INPAT PHCY | 1825922 | 173028386 | ARMY | RHC-A | FT. CAMPBELL | KY | LARGE MARKET | SOUTHWESTERN KENTUCKY | 0060 | 0060 | ACH BLANCHFIELD-CAMPBELL | HOSP | 42223 | | | ACTIVE | |
| East | SAA | FT. CAMPBELL | FT. CAMPBELL | CAMPB LNC PHCY | 1825883 | 1366549115 | ARMY | RHC-A | FT. CAMPBELL | KY | LARGE MARKET | SOUTHWESTERN KENTUCKY | 0060 | 7307 | LA POINTE HLTH CLINIC-CAMPBELL | CLINIC | 42223 | | | ACTIVE | |
| East | SAA | FT. CAMPBELL | FT. CAMPBELL | CAMPB MAIN OP PHCY | 1825946 | 1648197072 | ARMY | RHC-A | FT. CAMPBELL | KY | LARGE MARKET | SOUTHWESTERN KENTUCKY | 0060 | 0060 | ACH BLANCHFIELD-CAMPBELL | HOSP | 42223 | | | ACTIVE | |
| East | SAA | FT. CAMPBELL | FT. CAMPBELL | CAMPB REFILL PHCY | 1825895 | 1140262747 | ARMY | RHC-A | FT. CAMPBELL | KY | LARGE MARKET | SOUTHWESTERN KENTUCKY | 0060 | 0060 | ACH BLANCHFIELD-CAMPBELL | HOSP | 42223 | | | ACTIVE | |
| East | SAA | FT. CAMPBELL | FT. CAMPBELL | CAMPB TOWN CENTER PHCY | 1825934 | 1276363022 | ARMY | RHC-A | FT. CAMPBELL | KY | LARGE MARKET | SOUTHWESTERN KENTUCKY | 0060 | 0060 | ACH BLANCHFIELD-CAMPBELL | HOSP | 42223 | | | ACTIVE | |
| East | SAB | FT. CAMPBELL | FT. CAMPBELL | DoD FT CAMPBELL ePhcy | 1825839 | 1212549401 | ARMY | RHC-A | FT. CAMPBELL | KY | LARGE MARKET | SOUTHWESTERN KENTUCKY | 0060 | 0060 | ACH BLANCHFIELD-CAMPBELL | HOSP | 42223 | YES | 2704122234 | | 9/23/19: Fax number changed to (270) 412-3234 |
| East | SAB | FT. CAMPBELL | ROCK ISLAND | DoD ROCK ISLAND CC ePhcy | 1494400 | 1457835456 | ARMY | RHC-A | ROCK ISLAND | IL | STAND ALONE | NONE | 0060 | 0290 | AHC ROCK ISLAND ARSENAL | CLINIC | 61299 | | | ACTIVE | |
| East | SAB | FT. CAMPBELL | ROCK ISLAND | ROCK ISLAND MAIN CC PHCY | 1494638 | 1942783246 | ARMY | RHC-A | ROCK ISLAND | IL | STAND ALONE | NONE | 0060 | 0290 | AHC ROCK ISLAND ARSENAL | CLINIC | 61299 | | | ACTIVE | 9/27/18: Rock Island Pharmacy moved from Ft. Knox host to Ft. Campbell host - RVM |
| West | JFA | FT. CARSON | BUCKLEY AFB | BUCKLEY AFB MAIN PHCY | 0616790 | 1932206786 | AIR FORCE | AFSPC | BUCKLEY ANGB | CO | LARGE MARKET | COLORADO | 7200 | 7200 | AF-C-4600H MEDGRP-BUCKLEY | CLINIC | 80011 | | | ACTIVE | |
| West | JFA | FT. CARSON | BUCKLEY AFB | DoD BUCKLEY ePhcy | 0623480 | 1358494036 | AIR FORCE | AFSPC | BUCKLEY ANGB | CO | LARGE MARKET | COLORADO | 7200 | 7200 | ACH EVANS-CARSON | CLINIC | 80913 | YES | 7208475289 | | |
| West | JEC | FT. CARSON | FT. CARSON | CARSON #10 THIC PHCY | 0616613 | 1114026820 | ARMY | RHC-C | FT. CARSON | CO | LARGE MARKET | COLORADO | 0032 | 7203 | THE ROBINSON-CARSON | CLINIC | 80913 | | | ACTIVE | |
| West | JEC | FT. CARSON | FT. CARSON | CARSON #9 THIC PHCY | 0617540 | 1427157189 | ARMY | RHC-C | FT. CARSON | CO | LARGE MARKET | COLORADO | 0032 | 7200 | TMC DIRAMONDO-CARSON | CLINIC | 80913 | | | ACTIVE | |
| West | JEC | FT. CARSON | FT. CARSON | CARSON INPAT PHCY | 0616625 | 1588763239 | ARMY | RHC-C | FT. CARSON | CO | LARGE MARKET | COLORADO | 0032 | 0032 | ACH EVANS-CARSON | HOSP | 80913 | | | ACTIVE | |
| West | JEC | FT. CARSON | FT. CARSON | CARSON MAIN PHCY | 0616637 | 1164512497 | ARMY | RHC-C | FT. CARSON | CO | LARGE MARKET | COLORADO | 0032 | 0032 | ACH EVANS-CARSON | HOSP | 80913 | | | ACTIVE | |
| West | JEC | FT. CARSON | FT. CARSON | CARSON MP PHCY | 0632352 | 1547425831 | ARMY | RHC-C | FT. CARSON | CO | LARGE MARKET | COLORADO | 0032 | 8123 | MOUNTAIN POST MED HOME-CARSON | CLINIC | 80915 | | | ACTIVE | 61997 MOUNTAIN POST BEHAVIORAL HC |
| West | JEC | FT. CARSON | FT. CARSON | CARSON PREMIER PHARMACY | 0621361 | 1861623936 | ARMY | RHC-C | FT. CARSON | CO | LARGE MARKET | COLORADO | 0032 | 6102 | PREMIER MEDICAL HOME-CARSON | CLINIC | 80907 | | | ACTIVE | |
| West | JEC | FT. CARSON | FT. CARSON | CARSON SPC PHCY | 0621828 | 1316265539 | ARMY | RHC-C | FT. CARSON | CO | LARGE MARKET | COLORADO | 0032 | 0032 | ACH EVANS-CARSON | HOSP | 80913 | | | ACTIVE | |
| West | JEC | FT. CARSON | FT. CARSON | CARSON SRF PHCY | 0624699 | 1366888214 | ARMY | RHC-C | FT. CARSON | CO | LARGE MARKET | COLORADO | 0032 | 0032 | ACH EVANS-CARSON | HOSP | 80913 | | | ACTIVE | |
| West | JEC | FT. CARSON | FT. CARSON | CARSON WITU PHCY | 0622488 | 1720354079 | ARMY | RHC-C | FT. CARSON | CO | LARGE MARKET | COLORADO | 0032 | 0032 | ACH EVANS-CARSON | HOSP | 80913 | | | ACTIVE | 1/25/17: [Rose] New MTF Pharmacy - RVM |
| West | JED | FT. CARSON | FT. CARSON | DoD FT CARSON ePhcy | 0623478 | 1255744660 | ARMY | RHC-C | FT. CARSON | CO | LARGE MARKET | COLORADO | 0032 | 0032 | ACH EVANS-CARSON | HOSP | 80913 | YES | 7195265917 | | |
| West | JED | FT. CARSON | PETERSON | DoD PETERSON ePhcy | 0623543 | 1932541171 | AIR FORCE | AFSPC | PETERSON | CO | LARGE MARKET | COLORADO | 0252 | 0252 | AF-C-214R MEDGRP-PETERSON | CLINIC | 80914 | YES | 7195561106 | | |
| West | JED | FT. CARSON | PETERSON | PETERSON PHCY | 0616788 | 1548369262 | AIR FORCE | AFSPC | PETERSON | CO | LARGE MARKET | COLORADO | 0252 | 0252 | ACH EVANS-CARSON | CLINIC | 80914 | | | ACTIVE | |
| West | JERC | FT. CARSON | PIKES PEAK JINTI RPC | FT. CARSON REFILL PROCESSING CENTER | 0618170 | 1841397692 | ARMY | RHC-C | USAF ACADEMY | CO | LARGE MARKET | COLORADO | 0032 | 0032 | EVANS ACH-FT. CARSON | HOSP | 80840 | | | ACTIVE | |
| West | JERC | FT. CARSON | PIKES PEAK JINTI RPC | PETERSON AFB REFILL PROCESSING CENTER | 0618794 | 1669579413 | AIR FORCE | AFSPC | PETERSON | CO | LARGE MARKET | COLORADO | 0252 | 0252 | AF-C-214R MEDGRP-PETERSON | CLINIC | 80840 | | | ACTIVE | |
| West | JERC | FT. CARSON | PIKES PEAK JINTI RPC | USAF REFILL PROCESSING CENTER | 0618782 | 1750488508 | AIR FORCE | USAF | USAF ACADEMY | CO | LARGE MARKET | COLORADO | 0033 | 0033 | AF-ASU-10th MEDGRP-ACADEMY | CLINIC | 80840 | | | ACTIVE | |
| West | JEG | FT. CARSON | SCHRIEVER | DoD SCHRIEVER ePhcy | 0623555 | 1480769581 | AIR FORCE | AFSPC | SCHRIEVER AFB | CO | LARGE MARKET | COLORADO | 0252 | 1497 | AF-C-SCHRIEVER MED SO-PETERSON | CLINIC | 80912 | YES | 71955674817 | | |
| West | JEG | FT. CARSON | SCHRIEVER | SCHRIEVER PHCY | 0619063 | 1679672380 | AIR FORCE | AFSPC | SCHRIEVER AFB | CO | LARGE MARKET | COLORADO | 0252 | 1497 | AF-C-SCHRIEVER MED SO-PETERSON | CLINIC | 80912 | | | ACTIVE | |
| West | JEF | FT. CARSON | USAF ACADEMY | DoD USAFA COMMUNITY ePhcy | 0623581 | 1982010955 | AIR FORCE | USAF | USAF ACADEMY | CO | LARGE MARKET | COLORADO | 0033 | 0033 | AF-ASU-10th MEDGRP-ACADEMY | CLINIC | 80840 | YES | 7193335694 | | |
| West | JEF | FT. CARSON | USAF ACADEMY | USAF ACADEMY CLN PHCY | 0616752 | 1114026965 | AIR FORCE | USAF | USAF ACADEMY | CO | LARGE MARKET | COLORADO | 0033 | 0033 | AF-ASU-10th MEDGRP-ACADEMY | CLINIC | 80840 | | | ACTIVE | |
| West | JEF | FT. CARSON | USAF ACADEMY | USAF ACADEMY PHCY | 0616764 | 10231135070 | AIR FORCE | USAF | USAF ACADEMY | CO | LARGE MARKET | COLORADO | 0033 | 0033 | AF-ASU-10th MEDGRP-ACADEMY | CLINIC | 80840 | | | ACTIVE | |
| West | JEF | FT. CARSON | USAF ACADEMY | USAF ACADEMY INPAT PHCY | 0616776 | 1639278344 | AIR FORCE | USAF | USAF ACADEMY | CO | LARGE MARKET | COLORADO | 0033 | 0033 | AF-ASU-10th MEDGRP-ACADEMY | CLINIC | 80840 | | | ACTIVE | |
| West | JEF | FT. CARSON | USAF ACADEMY | USAF ACADEMY MAIN OP PHCY | 0616536 | 1053410860 | AIR FORCE | USAF | USAF ACADEMY | CO | LARGE MARKET | COLORADO | 0033 | 0033 | AF-ASU-10th MEDGRP-ACADEMY | CLINIC | 80840 | | | ACTIVE | |
| East | IDA | FT. DRUM | FT. DRUM | DoD FT DRUM ePhcy | 5810824 | 1053774807 | ARMY | RHC-A | FT. DRUM | NY | SMALL MARKET | UPSTATE NEW YORK | 0330 | 0330 | ACH GUTHRIE-DRUM | CLINIC | 13602 | YES | 3157721691 | | |
| East | IDA | FT. DRUM | FT. DRUM | DRUM CONNOR THIC PHCY | 3311608 | 1336248798 | ARMY | RHC-A | FT. DRUM | NY | SMALL MARKET | UPSTATE NEW YORK | 0330 | 7113 | CTMC CONNER-DRUM | CLINIC | 13602 | | | ACTIVE | |
| East | IDA | FT. DRUM | FT. DRUM | DRUM MAIN PHCY | 3311521 | 1790882546 | ARMY | RHC-A | FT. DRUM | NY | SMALL MARKET | UPSTATE NEW YORK | 0330 | 0330 | ACH GUTHRIE-DRUM | CLINIC | 13602 | | | ACTIVE | |
| East | IDA | FT. DRUM | FT. DRUM | DRUM WITU PHCY | 5804744 | 1780950030 | ARMY | RHC-A | FT. DRUM | NY | SMALL MARKET | UPSTATE NEW YORK | 0330 | 0330 | ACH GUTHRIE-DRUM | CLINIC | 13602 | | | ACTIVE | |
| East | JDD | FT. GORDON | CAMP SHELBY | CAMP SHELBY THIC PHCY | 2589872 | 1609975036 | ARMY | RHC-A | HATTIESBURG | MS | STAND ALONE | NONE | 0047 | 1230 | CAMP SHELBY | HOSP | 39401 | | | ACTIVE | 7/12/17: Per Roger Williams changed service command from SRMC to RHC-A - RVM |
| East | JDA | FT. GORDON | FT. GORDON | DoD FT GORDON ePhcy | 1145403 | 1225443948 | ARMY | RHC-A | FT. GORDON | GA | LARGE MARKET | AUGUSTA | 0047 | 0047 | AMC EISENHOWER-GORDON | HOSP | 30905 | YES | 7067878034 | | |
| East | JDA | FT. GORDON | FT. GORDON | GORDON CONNELLY PHCY | 1146667 | 1215036983 | ARMY | RHC-A | FT. GORDON | GA | LARGE MARKET | AUGUSTA | 0047 | 7197 | CONNELLY HLTH CLIN-GORDON | HOSP | 30905 | | | ACTIVE | |
| East | JDA | FT. GORDON | FT. GORDON | GORDON OP PHCY | 1146643 | 1497854160 | ARMY | RHC-A | FT. GORDON | GA | LARGE MARKET | AUGUSTA | 0047 | 0047 | AMC EISENHOWER-GORDON | HOSP | 30905 | | | ACTIVE | |
| East | JDA | FT. GORDON | FT. GORDON | GORDON PX PHCY | 1146655 | 1308495076 | ARMY | RHC-A | FT. GORDON | GA | | | | | | | | | | | |

SECTION J
ATTACHMENT J-4 Military Treatment Facility (MTF) Sites

| REGION | DOD CHAIN CODE | CHCS HOST NAME | SITE NAME | POTS PHARMACY NAME | NCPDP | NPI | SERVICE BRANCH | SERVICE COMMAND | PHARMACY CITY | PHARMACY STATE | MTF MARKET TYPE | MTF MARKET NAME | Parent DMS ID | DMS ID | DMS Facility Name | FACILITY TYPE CODE | ZIP CODE | eRx SITE? | eRx FAX NUMBER | STATUS | PASS COMMENTS |
|--------|----------------|------------------|------------------|-------------------------------|---------|------------|----------------|-----------------|------------------|----------------|-----------------|-------------------|---------------|--------|-------------------------------|--------------------|----------|-----------|----------------|--------|---|
| East | SBA | FT. KNOX | FT. KNOX | DoD FT KNOX ePhcy | 1834402 | 1679986863 | ARMY | RHC-A | FT. KNOX | KY | SMALL MARKET | CENTRAL KENTUCKY | 0061 | 0061 | AHC IRELAND-KNOX | HOSP | 40121 | YES | 5036240333 | ACTIVE | |
| East | SBA | FT. KNOX | FT. KNOX | KNOX MAIN PHCY | 1826102 | 1194721938 | ARMY | RHC-A | FT. KNOX | KY | SMALL MARKET | CENTRAL KENTUCKY | 0061 | 0061 | AHC IRELAND-KNOX | HOSP | 40121 | | | ACTIVE | |
| East | SBA | FT. KNOX | FT. KNOX | KNOX NELSON TMC PHCY | 1826114 | 1780783324 | ARMY | RHC-A | FT. KNOX | KY | SMALL MARKET | CENTRAL KENTUCKY | 0061 | 7198 | NELSON MEDICAL CLINIC-KNOX | HOSP | 40121 | | | ACTIVE | 3/23/16: (Rose) Per Chris Asher this pharmacy is only operational during the summer months for ROTC cadet mission - RVM |
| East | SBD | FT. KNOX | FT. KNOX | McCoy TMC PHCY | 1826663 | 1558460188 | ARMY | RHC-A | FT. KNOX | KY | STAND ALONE | CENTRAL KENTUCKY | 0061 | 0061 | AHC IRELAND-KNOX | HOSP | 40121 | | | ACTIVE | |
| East | SBD | FT. KNOX | FT. KNOX | McCoy TMC PHCY | 5127469 | 1689771446 | ARMY | RHC-A | FT. MCCOY | WI | STAND ALONE | NONE | 0061 | 0061 | AHC IRELAND-KNOX | HOSP | 54656 | | | ACTIVE | |
| West | 7JA | FT. LEAVENWORTH | FT. LEAVENWORTH | DoD FT LEAVENWORTH ePhcy | 1721174 | 1730593567 | ARMY | RHC-C | FT. LEAVENWORTH | KS | LARGE MARKET | KANSAS | 0058 | 0058 | AHC MUNSON-LEAVENWORTH | CLINIC | 66027 | YES | 9136846430 | ACTIVE | |
| West | 7JA | FT. LEAVENWORTH | FT. LEAVENWORTH | LEAVENWORTH PHCY | 1717125 | 145548200 | ARMY | RHC-C | FT. LEAVENWORTH | KS | LARGE MARKET | KANSAS | 0058 | 0058 | AHC MUNSON-LEAVENWORTH | CLINIC | 66027 | | | ACTIVE | |
| West | 7JA | FT. LEONARD WOOD | FT. LEONARD WOOD | DoD FT LEONARD WOOD ePhcy | 2641969 | 1689889362 | ARMY | RHC-C | FT. LEONARD WOOD | MO | SMALL MARKET | OZARKS | 0075 | 0075 | AHC LEONARD WOOD | HOSP | 65473 | YES | 5735960405 | ACTIVE | |
| West | 7JA | FT. LEONARD WOOD | FT. LEONARD WOOD | L WOOD REFILL PHCY | 2633089 | 1841355153 | ARMY | RHC-C | FT. LEONARD WOOD | MO | SMALL MARKET | OZARKS | 0075 | 0075 | AHC LEONARD WOOD | HOSP | 65473 | | | ACTIVE | 8/29/16: Per Rose: L Wood refill is active BN |
| West | 7JA | FT. LEONARD WOOD | FT. LEONARD WOOD | L WOOD CBPC PHCY | 2639120 | 1811209646 | ARMY | RHC-C | FT. LEONARD WOOD | MO | SMALL MARKET | OZARKS | 0075 | 6115 | CBMH OZARK-LEONARD WOOD | CLINIC | 65584 | | | ACTIVE | |
| West | 7JA | FT. LEONARD WOOD | FT. LEONARD WOOD | L WOOD CTMC PHCY | 2633104 | 1689773012 | ARMY | RHC-C | FT. LEONARD WOOD | MO | SMALL MARKET | OZARKS | 0075 | 1511 | CTMC RICHARD G WILSON-L WOOD | CLINIC | 65473 | | | ACTIVE | |
| West | 7JA | FT. LEONARD WOOD | FT. LEONARD WOOD | L WOOD eRx MAIN PHCY | 2642426 | 1275920076 | ARMY | RHC-C | FT. LEONARD WOOD | MO | SMALL MARKET | OZARKS | 0075 | 0075 | AHC LEONARD WOOD | HOSP | 65473 | | | ACTIVE | |
| West | 7JA | FT. LEONARD WOOD | FT. LEONARD WOOD | L WOOD eRx PK PHCY | 2642468 | 1548657613 | ARMY | RHC-C | FT. LEONARD WOOD | MO | SMALL MARKET | OZARKS | 0075 | 0075 | AHC LEONARD WOOD | HOSP | 65473 | | | ACTIVE | |
| West | 7JA | FT. LEONARD WOOD | FT. LEONARD WOOD | L WOOD HP PHCY | 2633077 | 1336248764 | ARMY | RHC-C | FT. LEONARD WOOD | MO | SMALL MARKET | OZARKS | 0075 | 0075 | AHC LEONARD WOOD | HOSP | 65473 | | | ACTIVE | |
| West | 7JA | FT. LEONARD WOOD | FT. LEONARD WOOD | L WOOD MAIN PHCY | 2633065 | 1427157958 | ARMY | RHC-C | FT. LEONARD WOOD | MO | SMALL MARKET | OZARKS | 0075 | 0075 | AHC LEONARD WOOD | HOSP | 65473 | | | ACTIVE | |
| West | 7JA | FT. LEONARD WOOD | FT. LEONARD WOOD | L WOOD PRESCRIPTION RNAL PHCY | 2633875 | 1336045738 | ARMY | RHC-C | FT. LEONARD WOOD | MO | SMALL MARKET | OZARKS | 0075 | 0075 | AHC LEONARD WOOD | HOSP | 65473 | | | ACTIVE | |
| West | 7JA | FT. LEONARD WOOD | FT. LEONARD WOOD | L WOOD SUPPORT PHCY | 2633091 | 1245339670 | ARMY | RHC-C | FT. LEONARD WOOD | MO | SMALL MARKET | OZARKS | 0075 | 0075 | AHC LEONARD WOOD | HOSP | 65473 | | | ACTIVE | |
| West | ACA | FT. LEWIS | BREMERTON | BREMERTON NH PHCY | 4925496 | 1811096852 | ARMY | NMWW | BREMERTON | WA | LARGE MARKET | PUGET SOUND | 0126 | 0126 | NH BREMERTON | HOSP | 98312 | | | ACTIVE | |
| West | ACA | FT. LEWIS | BREMERTON | BREMERTON NH PHCY | 4927541 | 1861599623 | ARMY | NMWW | BREMERTON | WA | LARGE MARKET | PUGET SOUND | 0126 | 0126 | NH BREMERTON | HOSP | 98314 | | | ACTIVE | |
| West | ACC | FT. LEWIS | EVERETT | EVERETT PHCY | 4927530 | 1952480718 | NAVY | NMWW | EVERETT | WA | LARGE MARKET | PUGET SOUND | 0126 | 7138 | NHC EVERETT | CLINIC | 98027 | YES | 4253040081 | ACTIVE | |
| West | ACC | FT. LEWIS | FT. LEWIS | LEWIS CBPC PHCY | 4935081 | 1023355823 | ARMY | RHC-P | TACOMA | WA | LARGE MARKET | PUGET SOUND | 0125 | 6117 | CBMH SOUTH SOUND-MADIGAN | CLINIC | 98506 | | | ACTIVE | |
| West | ACC | FT. LEWIS | FT. LEWIS | LEWIS INPATENT PHCY | 4927488 | 1528167566 | ARMY | RHC-P | TACOMA | WA | LARGE MARKET | PUGET SOUND | 0125 | 6125 | AHC MADIGAN-LEWIS | HOSP | 98431 | | | ACTIVE | |
| West | ACC | FT. LEWIS | FT. LEWIS | LEWIS MAIN PHCY | 4927464 | 1615078650 | ARMY | RHC-P | TACOMA | WA | LARGE MARKET | PUGET SOUND | 0125 | 6125 | AHC MADIGAN-LEWIS | HOSP | 98431 | YES | 2539686233 | ACTIVE | |
| West | ACC | FT. LEWIS | FT. LEWIS | LEWIS RESIDUALITY PHCY | 4927438 | 1134628996 | ARMY | RHC-P | TACOMA | WA | LARGE MARKET | PUGET SOUND | 0125 | 6125 | AHC MADIGAN-LEWIS | HOSP | 98431 | | | ACTIVE | |
| West | ACC | FT. LEWIS | FT. LEWIS | LEWIS OROB PHCY | 4929521 | 1518066653 | ARMY | RHC-P | TACOMA | WA | LARGE MARKET | PUGET SOUND | 0125 | 1649 | SCMH OROB-JBLM | CLINIC | 98433 | | | ACTIVE | |
| West | ACC | FT. LEWIS | FT. LEWIS | LEWIS ONCLOGY PHCY | 4927452 | 1609757547 | ARMY | RHC-P | TACOMA | WA | LARGE MARKET | PUGET SOUND | 0125 | 6125 | MADIGAN AHC-FT. LEWIS | HOSP | 98431 | | | ACTIVE | |
| West | ACC | FT. LEWIS | FT. LEWIS | MADIGAN PUYALLUP PHCY | 4933924 | 1316263744 | ARMY | RHC-P | PUYALLUP | WA | LARGE MARKET | PUGET SOUND | 0125 | 6116 | CBMH MADIGAN-PUYALLUP | CLINIC | 98374 | | | ACTIVE | |
| West | ACC | FT. LEWIS | FT. LEWIS | MCCORD CLINIC PHCY | 4933972 | 1700840972 | ARMY | RHC-P | MCCORD | WA | LARGE MARKET | PUGET SOUND | 0125 | 1485 | AHC-MCCORD APB | CLINIC | 98438 | | | ACTIVE | |
| West | ACC | FT. LEWIS | OAK HARBOR | DoD OAK HARBOR ePhcy | 4936069 | 1518387836 | NAVY | NMWW | OAK HARBOR | WA | LARGE MARKET | PUGET SOUND | 0127 | 0127 | NHC OAK HARBOR BIRTHING CTR | HOSP | 98278 | YES | 3602579808 | ACTIVE | |
| West | ACC | FT. LEWIS | OAK HARBOR | OAK HARBOR PHCY | 4927236 | 1134723223 | NAVY | NMWW | OAK HARBOR | WA | LARGE MARKET | PUGET SOUND | 0127 | 0127 | NHC OAK HARBOR BIRTHING CTR | HOSP | 98278 | | | ACTIVE | |
| West | ACN | FT. LEWIS | SILVERDALE | SILVERDALE BAROOR PHARMACY | 4927515 | 1003177807 | ARMY | NMWW | SILVERDALE | WA | LARGE MARKET | PUGET SOUND | 0126 | 1656 | NHC BAROOR | CLINIC | 98315 | | | ACTIVE | |
| East | 6FA | FT. POLK | FT. POLK | DoD FT POLK ePhcy | 1576714 | 1447664777 | ARMY | RHC-C | FT. POLK | LA | SMALL MARKET | CENTRAL LOUISIANA | 0064 | 0064 | AHC BAYNE-JONES-POLK | HOSP | 71459 | YES | 3376532441 | ACTIVE | 1/25/2017: Fax number changed from 3375313614 to 3376532441 per CPT Johanne Melendez (Rose) - RVM |
| East | 6FA | FT. POLK | FT. POLK | POLK PHCY | 1929439 | 1033218841 | ARMY | RHC-C | FT. POLK | LA | SMALL MARKET | CENTRAL LOUISIANA | 0064 | 0064 | AHC BAYNE-JONES-POLK | HOSP | 71459 | | | ACTIVE | |
| East | 6FA | FT. POLK | FT. POLK | POLK TMC 1 PHCY | 1936701 | 171024514 | ARMY | RHC-C | FT. POLK | LA | SMALL MARKET | CENTRAL LOUISIANA | 0064 | 7199 | SCMH-POLK | CLINIC | 71459 | | | ACTIVE | |
| West | 7JA | FT. RILEY | FT. RILEY | DoD FT RILEY ePhcy | 1721201 | 1746696059 | ARMY | RHC-C | PORT RILEY | KS | LARGE MARKET | KANSAS | 0057 | 0057 | AHC IRWIN-RILEY | HOSP | 66442 | YES | 7852397487 | ACTIVE | 1/26/2017: Fax number changed from 7852397239 to 785239 487 per Beth Braucher (Rose) - RVM |
| West | 7JA | FT. RILEY | FT. RILEY | RILEY CTMC PHCY | 1717199 | 1316046949 | ARMY | RHC-C | PORT RILEY | KS | LARGE MARKET | KANSAS | 0057 | 7299 | CLUSTER HILL HC-RILEY | CLINIC | 66442 | | | ACTIVE | |
| West | 7JA | FT. RILEY | FT. RILEY | RILEY FH CBPC PHCY | 1721617 | 1265814842 | ARMY | RHC-C | PORT RILEY | KS | LARGE MARKET | KANSAS | 0057 | 6104 | CBMH FL N HTS-RILEY | CLINIC | 66441 | | | ACTIVE | |
| West | 7JA | FT. RILEY | FT. RILEY | RILEY MAIN PHCY | 1717214 | 1245339878 | ARMY | RHC-C | PORT RILEY | KS | LARGE MARKET | KANSAS | 0057 | 0057 | AHC IRWIN-RILEY | HOSP | 66442 | | | ACTIVE | |
| West | 7JA | FT. RILEY | FT. RILEY | RILEY PK PHCY | 1720623 | 1932431458 | ARMY | RHC-C | PORT RILEY | KS | LARGE MARKET | KANSAS | 0057 | 0057 | AHC IRWIN-RILEY | HOSP | 66442 | | | ACTIVE | |
| West | 7JA | FT. RILEY | FT. RILEY | RILEY SPCC PHCY | 1720033 | 1023330743 | ARMY | RHC-C | PORT RILEY | KS | LARGE MARKET | KANSAS | 0057 | 7337 | AMH FARELLEY AHC-RILEY | CLINIC | 66442 | | | ACTIVE | |
| East | HCA | FT. RUCKER | FT. RUCKER | DoD FT RUCKER ePhcy | 0139736 | 1868010351 | ARMY | RHC-A | FT. RUCKER | AL | STAND ALONE | NONE | 0003 | 0003 | AHC LYSSTER-RUCKER | CLINIC | 36362 | YES | 3342557576 | ACTIVE | |
| East | HCA | FT. RUCKER | FT. RUCKER | RUCKER MAIN PHCY | 0125701 | 1546294995 | ARMY | RHC-A | FT. RUCKER | AL | STAND ALONE | NONE | 0003 | 0003 | AHC LYSSTER-RUCKER | CLINIC | 36362 | | | ACTIVE | |
| East | HCA | FT. SILL | FT. SILL | DoD FT SILL ePhcy | 3728182 | 1225442056 | ARMY | RHC-C | FT. SILL | OK | SMALL MARKET | CENTRAL OKLAHOMA | 0098 | 0098 | AHC REYNOLDS-SILL | HOSP | 73503 | YES | 5804427003 | ACTIVE | |
| East | HCA | FT. SILL | FT. SILL | SILL COMMISSARY PHCY | 3722180 | 1831298017 | ARMY | RHC-C | FT. SILL | OK | SMALL MARKET | CENTRAL OKLAHOMA | 0098 | 0098 | AHC REYNOLDS-SILL | HOSP | 73503 | | | ACTIVE | |
| East | HCA | FT. SILL | FT. SILL | SILL MAIN OP PHCY | 3722166 | 1194824458 | ARMY | RHC-C | FT. SILL | OK | SMALL MARKET | CENTRAL OKLAHOMA | 0098 | 0098 | AHC REYNOLDS-SILL | HOSP | 73503 | | | ACTIVE | |
| East | HCA | FT. SILL | FT. SILL | SILL TMC PHCY | 3722192 | 1746389923 | ARMY | RHC-C | FT. SILL | OK | SMALL MARKET | CENTRAL OKLAHOMA | 0098 | 1625 | TMC SGT BLEAK-SILL | CLINIC | 73503 | | | ACTIVE | |
| East | HGB | FT. SILL | FT. SILL | PINE BLUFF PHCY | 5940783 | 1023117566 | ARMY | RHC-C | PINE BLUFF | AR | STAND ALONE | NONE | 0098 | 0207 | CH PINE BLUFF ARSENAL | CLINIC | 71602 | | | ACTIVE | |
| East | 3EA | FT. STEWART | FT. STEWART | DoD FT STEWART PHCY | 1165465 | 1057326992 | ARMY | RHC-A | FT. STEWART | GA | LARGE MARKET | OW COUNTRY | 0049 | 0049 | AHC WINN-STEWART | HOSP | 31314 | YES | 9124355062 | ACTIVE | 1/26/17: per rose change name from DoD FT STEWART ePhcy to DoD FT STEWART PHCY |
| East | 3EA | FT. STEWART | FT. STEWART | STEWART BCT TMC PHCY | 1162356 | 1477811149 | ARMY | RHC-A | FT. STEWART | GA | LARGE MARKET | OW COUNTRY | 0049 | 7344 | TMC STEWART | CLINIC | 31314 | | | ACTIVE | |
| East | 3EA | FT. STEWART | FT. STEWART | STEWART CBPC BY PHCY | 1160934 | 1053816012 | ARMY | RHC-A | FT. STEWART | GA | LARGE MARKET | OW COUNTRY | 0049 | 8122 | CBMH RICHMOND HILL-STEWART | CLINIC | 31324 | | | ACTIVE | |
| East | 3EA | FT. STEWART | FT. STEWART | STEWART CTMC PHCY | 1154373 | 1902903750 | ARMY | RHC-A | FT. STEWART | GA | LARGE MARKET | OW COUNTRY | 0049 | 7443 | TMC LLOYD C HAWKS-STEWART | CLINIC | 31314 | | | ACTIVE | |
| East | 3EA | FT. STEWART | FT. STEWART | STEWART INPAT PHCY | 1147099 | 1669571345 | ARMY | RHC-A | FT. STEWART | GA | LARGE MARKET | OW COUNTRY | 0049 | 0049 | AHC WINN-STEWART | HOSP | 31314 | | | ACTIVE | |
| East | 3EA | FT. STEWART | FT. STEWART | STEWART MAIN OP PHCY | 1147087 | 1467592211 | ARMY | RHC-A | FT. STEWART | GA | LARGE MARKET | OW COUNTRY | 0049 | 0049 | AHC WINN-STEWART | HOSP | 31314 | | | ACTIVE | |
| East | 3EB | FT. STEWART | HUNTER AIR FIELD | DoD HUNTER AF ePhcy | 1165338 | 1861805616 | ARMY | RHC-A | SAVANNAH | GA | LARGE MARKET | OW COUNTRY | 0049 | 8272 | AHC TUTTLE-HUNTER ARMY AIRFLD | CLINIC | 31409 | YES | 9123152435 | ACTIVE | 10/21/2015: Per Rosemary new ePhcy for Hunter AF. -RVM |
| East | 3EB | FT. STEWART | HUNTER AIR FIELD | HUNTER AF PHCY | 1147114 | 1790875029 | ARMY | RHC-A | SAVANNAH | GA | LARGE MARKET | OW COUNTRY | 0049 | 0049 | AHC TUTTLE-HUNTER ARMY AIRFLD | CLINIC | 31409 | | | ACTIVE | |
| West | PBD | FT. WAINWRIGHT | EIELSON | DoD EIELSON ePhcy | 028329 | 1902218415 | AIR FORCE | PACAF | EIELSON | AK | LARGE MARKET | ALASKA | 0203 | 0203 | AF-C-354th MEDGRP-EIELSON | CLINIC | 99702 | YES | 9073774105 | ACTIVE | |
| West | PBD | FT. WAINWRIGHT | EIELSON | EIELSON PHCY 354TH HDG | 0202399 | 130645464 | AIR FORCE | PACAF | EIELSON | AK | LARGE MARKET | ALASKA | 0203 | 0203 | AF-C-354th MEDGRP-EIELSON | CLINIC | 99702 | | | ACTIVE | |
| West | PBC | FT. WAINWRIGHT | FT. WAINWRIGHT | DoD FT WAINWRIGHT ePhcy | 0202835 | 1295146383 | ARMY | RHC-P | FT. WAINWRIGHT | AK | LARGE MARKET | ALASKA | 0005 | 0005 | AHC BASSETT-WAINWRIGHT | HOSP | 99703 | YES | 9073814838 | ACTIVE | |
| West | PBC | FT. WAINWRIGHT | FT. WAINWRIGHT | WAINWRIGHT BASSETT PHCY | 0202351 | 1053418806 | ARMY | RHC-P | FT. WAINWRIGHT | AK | LARGE MARKET | ALASKA | 0005 | 0005 | AHC BASSETT-WAINWRIGHT | HOSP | 99703 | | | ACTIVE | |
| West | PBC | FT. WAINWRIGHT | FT. WAINWRIGHT | WAINWRIGHT KAMISH CLIN PHCY | 0202363 | 1053410100 | ARMY | RHC-P | FT. WAINWRIGHT | AK | LARGE MARKET | ALASKA | 0005 | 6033 | KAMISH CLINIC-WAINWRIGHT | CLINIC | 99703 | | | ACTIVE | |
| East | 9HA | GOODFELLOW | GOODFELLOW | DoD GOODFELLOW ePhcy | 5912010 | 1346654175 | AIR FORCE | AETC | GOODFELLOW | TX | STAND ALONE | NONE | 0364 | 0364 | AF-C-17th MEDGRP-GOODFELLOW | CLINIC | 76908 | YES | 3256545898 | ACTIVE | |
| East | 9HA | GOODFELLOW | GOODFELLOW | GOODFELLOW PHCY | 4596740 | 1184723215 | AIR FORCE | AETC | GOODFELLOW | TX | STAND ALONE | NONE | 0364 | 0364 | | | | | | | |

SECTION J
ATTACHMENT J-4 Military Treatment Facility (MTF) Sites

| REGION | DOD CHAIN CODE | CHCS HOST NAME | SITE NAME | POTS PHARMACY NAME | NCPDF | NTS | SERVICE BRANCH | SERVICE COMMAND | PHARMACY CITY | PHARMACY STATE | MTF MARKET TYPE | MTF MARKET NAME | Parent DMSIS ID | DMSIS ID | DMSIS Facility Name | FACILITY TYPE CODE | ZIP CODE | efx SITE# | efx FAX NUMBER | STATUS | PASS COMMENTS |
|---------|----------------|----------------|-----------------|-----------------------------------|---------|------------|----------------|-----------------|-----------------|----------------|-----------------|-----------------------|-----------------|----------|----------------------------------|--------------------|----------|-----------|----------------|--------|--|
| East | 18A | GUANTANAMO BAY | GUANTANAMO BAY | GUANTANAMO BAY FLEET HOSP 20 PHCY | 8110649 | 1510630706 | NAVY | NMFC | GUANTANAMO BAY | CUBA | STAND ALONE | NONE | 0615 | 0615 | NH GUANTANAMO BAY | HOSP | 09593 | | | ACTIVE | |
| East | 18A | GUANTANAMO BAY | GUANTANAMO BAY | GUANTANAMO BAY MAIN PHCY | 8110645 | 1831268010 | NAVY | NMFC | GUANTANAMO BAY | CUBA | STAND ALONE | NONE | 0615 | 0615 | NH GUANTANAMO BAY | HOSP | 09593 | | | ACTIVE | |
| East | 1FA | HANSCOM | HANSCOM | DOD HANSCOM ePhcy | 2246680 | 1649684473 | AIR FORCE | AFMCC | HANSCOM | MA | SMALL MARKET | NEW ENGLAND | 0310 | 0310 | AF-C-66th MEDGRP-HANSCOM | CLINIC | 01731 | YES | 7812252577 | ACTIVE | |
| East | 1FA | HANSCOM | HANSCOM | DOD HANSCOM ePhcy 56TH MDG | 2246680 | 1760581186 | AIR FORCE | AFMCC | HANSCOM | MA | SMALL MARKET | NEW ENGLAND | 0310 | 0310 | AF-C-66th MEDGRP-HANSCOM | CLINIC | 01731 | | | ACTIVE | |
| West | 7KA | HILL | HILL | DOD HILL ePhcy | 4612598 | 1615381449 | AIR FORCE | AFMCC | HILL | UT | STAND ALONE | NONE | 0119 | 0119 | AF-C-75th MEDGRP-HILL | CLINIC | 84056 | YES | 8015869890 | ACTIVE | |
| West | 7KA | HILL | HILL | HILL MAIN PHCY 649TH MDG | 4609256 | 113428257 | AIR FORCE | AFMCC | HILL | UT | STAND ALONE | NONE | 0119 | 0119 | AF-C-75th MEDGRP-HILL | CLINIC | 84056 | | | ACTIVE | |
| West | 7LA | HOLLOMAN | HOLLOMAN | DOD HOLLOMAN ePhcy | 3212672 | 1356755185 | AIR FORCE | ACC | HOLLOMAN | NM | LARGE MARKET | L PASO | 0084 | 0084 | AF-C-49th MEDGRP-HOLLOMAN | CLINIC | 88330 | YES | 5755725781 | ACTIVE | |
| Europe | 6A | INCIRLIK | INCIRLIK | HOLLOMAN PHCY INCIRLIK PHCY | 3210010 | 1582761736 | AIR FORCE | ACC | HOLLOMAN | NM | LARGE MARKET | EL PASO | 0084 | 0084 | AF-C-49th MEDGRP-HOLLOMAN | CLINIC | 88330 | | | ACTIVE | |
| Europe | 6CB | INCIRLIK | IZMIR | IZMIR PHCY 425 ABS MDG | 8110063 | 1417036674 | AIR FORCE | USAFE | IZMIR | AE | DHR EUROPE | MEDITERRANEAN/BAHRAIN | 0625 | 0625 | AF-LS-425th ABS MED FLT-IZMIR | CLINIC | 09621 | | | ACTIVE | |
| East | 6SA | JACKSONVILLE | ALBANY | ALBANY PHCY | 1147164 | 1285731034 | NAVY | NMFC | ALBANY | GA | LARGE MARKET | JACKSONVILLE | 0039 | 0039 | NMHC ALBANY | CLINIC | 31704 | YES | 9045428348 | ACTIVE | |
| East | 6SA | JACKSONVILLE | ALBANY | ALBANY REFILL PHCY | 1165363 | 1437561214 | NAVY | NMFC | ALBANY | GA | LARGE MARKET | JACKSONVILLE | 0039 | 0039 | NMHC ALBANY | CLINIC | 31704 | | | ACTIVE | |
| East | 6GC | JACKSONVILLE | JACKSONVILLE | JACKSONVILLE BMC PHCY | 1088916 | 1386741130 | NAVY | NMFC | JACKSONVILLE | FL | LARGE MARKET | JACKSONVILLE | 0039 | 0039 | NMHC NAS JACKSONVILLE | CLINIC | 32124 | | | ACTIVE | |
| East | 6GC | JACKSONVILLE | JACKSONVILLE | JACKSONVILLE MAIN PHCY | 1088928 | 1366541021 | NAVY | NMFC | JACKSONVILLE | FL | LARGE MARKET | JACKSONVILLE | 0039 | 0039 | NH JACKSONVILLE | HOSP | 32124 | | | ACTIVE | |
| East | 6GC | JACKSONVILLE | JACKSONVILLE | JACKSONVILLE REFILL PHCY | 5720835 | 1770995300 | NAVY | NMFC | JACKSONVILLE | FL | LARGE MARKET | JACKSONVILLE | 0039 | 0039 | NH JACKSONVILLE | HOSP | 32124 | | | ACTIVE | 1/25/17: Updated CCL Pharmacy Name to match name in NCPDF - RVM |
| East | 6GC | JACKSONVILLE | JACKSONVILLE | JACKSONVILLE SATY PHCY | 1001510 | 1104916758 | NAVY | NMFC | JACKSONVILLE | FL | LARGE MARKET | JACKSONVILLE | 0039 | 0039 | NH JACKSONVILLE | HOSP | 32124 | YES | 9045428348 | ACTIVE | 1/25/17: Updated CCL Pharmacy Name to match name in NCPDF - RVM |
| East | 6GD | JACKSONVILLE | KEY WEST | KEY WEST PHCY | 1088930 | 1902794210 | NAVY | NMFC | KEY WEST | FL | LARGE MARKET | JACKSONVILLE | 0039 | 0517 | NMHC KEY WEST | CLINIC | 33040 | | | ACTIVE | |
| East | 6GD | JACKSONVILLE | KEY WEST | KEY WEST REFILL PHCY | 5720811 | 1578975108 | NAVY | NMFC | KEY WEST | FL | LARGE MARKET | JACKSONVILLE | 0039 | 0517 | NMHC KEY WEST | CLINIC | 33040 | | | ACTIVE | |
| East | 6GE | JACKSONVILLE | KINGS BAY | KINGS BAY PHCY | 1147152 | 137640128 | NAVY | NMFC | KINGS BAY | GA | LARGE MARKET | JACKSONVILLE | 0039 | 0337 | NMHC KINGS BAY | CLINIC | 31547 | YES | 9045428348 | ACTIVE | |
| East | 6GE | JACKSONVILLE | KINGS BAY | KINGS BAY REFILL PHCY | 1165287 | 1365944773 | NAVY | NMFC | KINGS BAY | GA | LARGE MARKET | JACKSONVILLE | 0039 | 0337 | NMHC KINGS BAY | CLINIC | 31547 | | | ACTIVE | |
| East | 6GG | JACKSONVILLE | MAYPORT | MAYPORT PHCY | 1088904 | 183128595 | NAVY | NMFC | MAYPORT | FL | LARGE MARKET | JACKSONVILLE | 0039 | 0405 | NMHC MAYPORT | CLINIC | 32228 | YES | 9045428348 | ACTIVE | |
| East | 6GG | JACKSONVILLE | MAYPORT | MAYPORT REFILL PHCY | 5720873 | 1932512486 | NAVY | NMFC | MAYPORT | FL | LARGE MARKET | JACKSONVILLE | 0039 | 0405 | NMHC MAYPORT | CLINIC | 32228 | | | ACTIVE | |
| East | 6DA | KEESLER | KEESLER | DOD KEESLER ePhcy | 2589743 | 1615381415 | AIR FORCE | AETC | KEESLER | MS | LARGE MARKET | COASTAL MISSISSIPPI | 0073 | 0073 | AF-MC-81st MEDGRP-KEESLER | HOSP | 39534 | YES | 2287360058 | ACTIVE | |
| East | 6DA | KEESLER | KEESLER | KEESLER MAIN PHCY | 2518338 | 1477652899 | AIR FORCE | AETC | KEESLER | MS | LARGE MARKET | COASTAL MISSISSIPPI | 0073 | 0073 | AF-MC-81st MEDGRP-KEESLER | HOSP | 39534 | | | ACTIVE | |
| East | 6DA | KEESLER | KEESLER | KEESLER SATL PHCY | 2520244 | 1003915422 | AIR FORCE | AETC | KEESLER | MS | LARGE MARKET | COASTAL MISSISSIPPI | 0073 | 0073 | AF-MC-81st MEDGRP-KEESLER | HOSP | 39534 | | | ACTIVE | |
| West | 7MA | KIRTLAND | KIRTLAND | DOD KIRTLAND ePhcy | 3212684 | 1749694553 | AIR FORCE | AFSCG | KIRTLAND | NM | STAND ALONE | NONE | 0083 | 0083 | AF-C-377th MEDGRP-KIRTLAND | CLINIC | 87108 | YES | 5058531597 | ACTIVE | |
| West | 7MA | KIRTLAND | KIRTLAND | KIRTLAND MAIN OP PHCY 377TH MDG | 3210159 | 107361820 | AIR FORCE | AFSCG | KIRTLAND | NM | STAND ALONE | NONE | 0083 | 0083 | AF-C-377th MEDGRP-KIRTLAND | CLINIC | 87117 | | | ACTIVE | 1/25/17: Updated CCL Pharmacy Name to match name in NCPDF - RVM |
| West | 7MA | KIRTLAND | KIRTLAND | KIRTLAND REFILL PHCY | 3210159 | 1262501312 | AIR FORCE | AFSCG | KIRTLAND | NM | STAND ALONE | NONE | 0083 | 0083 | AF-C-377th MEDGRP-KIRTLAND | CLINIC | 87108 | | | ACTIVE | |
| Pac fic | 6JA | KUNSAN | KUNSAN | KUNSAN PHCY | 8210293 | 1659440725 | AIR FORCE | PACAF | KUNSAN | AP | DHR PACIFIC | KOREA | 0637 | 0637 | AF-C-8th MEDGRP-KUNSAN | CLINIC | 86264 | | | ACTIVE | |
| East | 6JA | LACKLAND | CAMP BULLIS | CAMP BULLIS PHCY | 4528963 | 1144329269 | ARMY | RHC-E | CAMP BULLIS | TX | LARGE MARKET | SAN ANTONIO | 0109 | 0158 | TAYLOR BURK H C-BAMC-BULLIS | CLINIC | 78257 | | | ACTIVE | |
| East | 6JB | LACKLAND | FT. SAM HOUSTON | DOD FT. SAM HOUSTON ePhcy | 5911880 | 1831502590 | ARMY | RHC-E | FT. SAM HOUSTON | TX | LARGE MARKET | SAN ANTONIO | 0109 | 0109 | AMC-BAMC-FSH | HOSP | 78234 | YES | 2102959973 | ACTIVE | |
| East | 6JB | LACKLAND | FT. SAM HOUSTON | DOD FT. SAM HOUSTON ePhcy | 5911931 | 1649683400 | ARMY | RHC-E | FT. SAM HOUSTON | TX | LARGE MARKET | SAN ANTONIO | 0109 | 0109 | AMC-BAMC-FSH | HOSP | 78234 | YES | 2105394000 | ACTIVE | |
| East | 6JB | LACKLAND | FT. SAM HOUSTON | FT. SAM CBPC 52 PHCY | 5902603 | 1053618546 | ARMY | RHC-E | SCHERTZ | TX | LARGE MARKET | SAN ANTONIO | 0109 | 6119 | CBMH-BAMC-SCHERTZ | CLINIC | 78154 | | | ACTIVE | |
| East | 6JB | LACKLAND | FT. SAM HOUSTON | FT. SAM CBPC WH PHCY | 5914317 | 1457242785 | ARMY | RHC-E | SAN ANTONIO | TX | LARGE MARKET | SAN ANTONIO | 0109 | 6118 | CBMH-BAMC-WESTOVER | CLINIC | 78251 | | | ACTIVE | New 2/19/15 |
| East | 6JB | LACKLAND | FT. SAM HOUSTON | FT. SAM HEN OK PHCY | 4512328 | 1053814246 | ARMY | RHC-E | FT. SAM HOUSTON | TX | LARGE MARKET | SAN ANTONIO | 0109 | 0109 | AMC-BAMC-FSH | HOSP | 78234 | | | ACTIVE | 1/25/17: Updated CCL Pharmacy Name to match name in NCPDF - RVM |
| East | 6JB | LACKLAND | FT. SAM HOUSTON | FT. SAM INPAT PHARM | 4512465 | 1235326084 | ARMY | RHC-E | FT. SAM HOUSTON | TX | LARGE MARKET | SAN ANTONIO | 0109 | 0109 | AMC-BAMC-FSH | HOSP | 78234 | | | ACTIVE | |
| East | 6JB | LACKLAND | FT. SAM HOUSTON | FT. SAM MAIN OP PHCY | 4503884 | 1538268784 | ARMY | RHC-E | FT. SAM HOUSTON | TX | LARGE MARKET | SAN ANTONIO | 0109 | 0109 | AMC-BAMC-FSH | HOSP | 78234 | | | ACTIVE | |
| East | 6JB | LACKLAND | FT. SAM HOUSTON | FT. SAM PC PHCY | 5900332 | 1902117187 | ARMY | RHC-E | FT. SAM HOUSTON | TX | LARGE MARKET | SAN ANTONIO | 0109 | 6095 | CPT JENNIFER MORENO PCC-BAMC-FSH | CLINIC | 78234 | | | ACTIVE | |
| East | 6JB | LACKLAND | FT. SAM HOUSTON | FT. SAM PDS PHCY | 4512542 | 1802959552 | ARMY | RHC-E | FT. SAM HOUSTON | TX | LARGE MARKET | SAN ANTONIO | 0109 | 0109 | AMC-BAMC-FSH | HOSP | 78234 | | | ACTIVE | |
| East | 6JB | LACKLAND | FT. SAM HOUSTON | FT. SAM REFILL PHCY | 4512845 | 1982703047 | ARMY | RHC-E | FT. SAM HOUSTON | TX | LARGE MARKET | SAN ANTONIO | 0109 | 0109 | AMC-BAMC-FSH | HOSP | 78234 | | | ACTIVE | |
| East | 6JB | LACKLAND | FT. SAM HOUSTON | FT. SAM TMC PHCY | 4512833 | 1073612131 | ARMY | RHC-E | FT. SAM HOUSTON | TX | LARGE MARKET | SAN ANTONIO | 0109 | 1587 | TMC-MCWEITHY-BAMC-FSH | CLINIC | 78234 | | | ACTIVE | |
| East | 6JB | LACKLAND | FT. SAM HOUSTON | FT. SAM UCL PHCY | 4512530 | 1093814247 | ARMY | RHC-E | FT. SAM HOUSTON | TX | LARGE MARKET | SAN ANTONIO | 0109 | 0109 | AMC-BAMC-FSH | HOSP | 78234 | | | ACTIVE | |
| East | 6JD | LACKLAND | LACKLAND | DOD BILVERDE ePhcy | 5924467 | 1384122748 | AIR FORCE | AETC | LACKLAND | TX | LARGE MARKET | SAN ANTONIO | 0117 | 0117 | AF-ASU-59th MDW-WHASC-LACKLAND | CLINIC | 78258 | | | ACTIVE | 8/3: Updated Fax Number from 2102928000 to 2102925567 - RVM; 7/20/18: UPDATED DMS ID - RVM; 2/16/18: NEW |
| East | 6JD | LACKLAND | LACKLAND | DOD LACKLAND ePhcy | 5912236 | 1063829414 | AIR FORCE | AETC | LACKLAND | TX | LARGE MARKET | SAN ANTONIO | 0117 | 0117 | AF-ASU-59th MDW-WHASC-LACKLAND | CLINIC | 78236 | YES | 2102927507 | ACTIVE | 1/25/2017: Change fax number from 2 09272807 to 2 09284810 per Tsgt Johnnie Hutchinson (GRIFF) - RVM |
| East | 6JD | LACKLAND | LACKLAND | DOD REID ePhcy | 5925067 | 1699269852 | AIR FORCE | AETC | LACKLAND | TX | LARGE MARKET | SAN ANTONIO | 0117 | 1350 | AF-C-559th MDG-REID-JBSA-LACK | CLINIC | 78236 | YES | 2106716486 | ACTIVE | 7/ 0/18: NEW MTF ADDED - RVM |
| East | 6JD | LACKLAND | LACKLAND | LACKLAND EX PHCY | 4511918 | 1318494550 | AIR FORCE | AETC | LACKLAND | TX | LARGE MARKET | SAN ANTONIO | 0117 | 0117 | AF-ASU-59th MDW-WHASC-LACKLAND | CLINIC | 78236 | | | ACTIVE | |
| East | 6JD | LACKLAND | LACKLAND | LACKLAND GR CLINIC PHCY | 5924461 | 1598364258 | AIR FORCE | AETC | LACKLAND | TX | LARGE MARKET | SAN ANTONIO | 0117 | 0117 | AF-ASU-59th MDW-WHASC-LACKLAND | CLINIC | 78258 | | | ACTIVE | 2/6/18: NEW MTF ADDED - RVM |
| East | 6JD | LACKLAND | LACKLAND | LACKLAND PC PHCY | 4511956 | 1295844448 | AIR FORCE | AETC | LACKLAND | TX | LARGE MARKET | SAN ANTONIO | 0117 | 0117 | AF-ASU-59th MDW-WHASC-LACKLAND | CLINIC | 78236 | | | ACTIVE | |
| East | 6JD | LACKLAND | LACKLAND | LACKLAND REFILL PHCY | 4511932 | 1114026358 | AIR FORCE | AETC | LACKLAND | TX | LARGE MARKET | SAN ANTONIO | 0117 | 0117 | AF-ASU-59th MDW-WHASC-LACKLAND | CLINIC | 78236 | | | ACTIVE | |
| East | 6JD | LACKLAND | LACKLAND | LACKLAND REID OP PHCY | 4517605 | 1790884856 | AIR FORCE | AETC | LACKLAND | TX | LARGE MARKET | SAN ANTONIO | 0117 | 1350 | AF-C-559th MDG-REID-JBSA-LACK | CLINIC | 78236 | | | ACTIVE | 7/ 0/18: UPDATED DMS ID - RVM |
| East | 6JE | LACKLAND | RANDOLPH | DOD RANDOLPH EX ePhcy | 5912337 | 1861800567 | AIR FORCE | AETC | RANDOLPH | TX | LARGE MARKET | SAN ANTONIO | 0117 | 0366 | AF-C-359 MDG-JBSA-RANDOLPH | CLINIC | 78150 | YES | 2106523516 | ACTIVE | |
| East | 6JE | LACKLAND | RANDOLPH | RANDOLPH BX PHCY | 4555287 | 1306160973 | AIR FORCE | AETC | RANDOLPH | TX | LARGE MARKET | SAN ANTONIO | 0117 | 0366 | AF-C-359 MDG-JBSA-RANDOLPH | CLINIC | 78150 | | | ACTIVE | |
| East | 6JE | LACKLAND | RANDOLPH | RANDOLPH PHCY | 4512908 | 1598621344 | AIR FORCE | AETC | RANDOLPH | TX | LARGE MARKET | SAN ANTONIO | 0117 | 0366 | AF-C-359 MDG-JBSA-RANDOLPH | CLINIC | 78150 | | | ACTIVE | |
| Europe | 6FF | LAKENHEATH | CROUGHTON | CROUGHTON PHCY | 8110796 | 1528298585 | AIR FORCE | USAFE | CROUGHTON | AE | DHR EUROPE | UNITED KINGDOM | 0653 | 0653 | AF-LS-42nd MED FLT-CROUGHTON | CLINIC | 09484 | | | ACTIVE | |
| Europe | 6FB | LAKENHEATH | LAKENHEATH | LAKENHEATH PHCY 48TH MDG | 8110594 | 1548339716 | AIR FORCE | USAFE | LAKENHEATH | AE | DHR EUROPE | UNITED KINGDOM | 0653 | 0653 | AF-48th MEDGRP-LAKENHEATH | HOSP | 09464 | | | ACTIVE | |
| Europe | 6FE | LAKENHEATH | ALCONBURY | ALCONBURY CLINIC PHCY | 8110140 | 1922177161 | AIR FORCE | USAFE | ALCONBURY | AE | DHR EUROPE | UNITED KINGDOM | 0614 | 0614 | AF-LS-423rd MDS-RAF ALCONBURY | CLINIC | 09470 | | | ACTIVE | 2/26/20: Pharmacy Name Changed from Upwood to Alconbury - RVM |
| Europe | EGE | LANDSTUHL | BAUMHOLDER | BAUMHOLDER PHCY | 8110289 | 1376612598 | ARMY | RHC-E | BAUMHOLDER | AE | DHR EUROPE | CENTRAL EUROPE | 0807 | 1126 | AHC-BALHOLDER | CLINIC | 09034 | | | ACTIVE | |
| Europe | EGE | LANDSTUHL | BRUSSELS | BRUSSELS NATO PHCY | 8110049 | 1032286278 | ARMY | RHC-E | BRUSSELS | AE | DHR EUROPE | CENTRAL EUROPE | 0607 | 8977 | AHC-BRUSSELS | CLINIC | 09724 | | | ACTIVE | |
| Europe | EGN | LANDSTUHL | GEILENKIRCHEN | GEILENKIRCHEN PHCY | 8110330 | 1215006333 | AIR FORCE | USAFE | GEILENKIRCHEN | AE | DHR EUROPE | CENTRAL EUROPE | 0799 | 0799 | AF-LS-570th MED FLT-GK | CLINIC | 09104 | | | ACTIVE | |
| Europe | EGP | LANDSTUHL | GRAFENWOHR | GRAFENWOHR PHCY | 8110215 | 1821167016 | ARMY | RHC-E | GRAFENWOHR | AE | DHR EUROPE | CENTRAL EUROPE | 0609 | 1016 | AHC-GRAFENWOHR | CLINIC | 09114 | | | ACTIVE | |
| Europe | EGS | LANDSTUHL | HOHENFELS | HOHENFELS PHCY | 8110203 | 1922198571 | ARMY | RHC-E | HOHENFELS | AE | DHR EUROPE | CENTRAL EUROPE | 0609 | 1018 | AHC-HOHENFELS | CLINIC | 09173 | | | ACTIVE | |
| Europe | EGS | LANDSTUHL | ILLESHEIM | ILLESHEIM PHCY | 8110180 | 1580935792 | ARMY | RHC-E | ILLESHEIM | AE | DHR EUROPE | CENTRAL EUROPE | 0609 | 1014 | AHC-ILLESHEIM | CLINIC | 09140 | | | ACTIVE | 7/12/2017: Per Roger Williams service command changed from ERMAC to RHC-E - RVM |
| Europe | EGU | LANDSTUHL | KAISERSLAUTERN | KAISERSLAUTERN PHCY | 8110431 | 1769642730 | ARMY | RHC-E | | | | | | | | | | | | | |

SECTION J
ATTACHMENT J-4 Military Treatment Facility (MTF) Sites

| REGION | DOD CHAIN CODE | CHCS HOST NAME | SITE NAME | POTS PHARMACY NAME | NCDPD | NPI | SERVICE BRANCH | SERVICE COMMAND | PHARMACY CITY | PHARMACY STATE | MTF MARKET TYPE | MTF MARKET NAME | Parent DMSIS ID | DMSIS ID | DMSIS Facility Name | FACILITY TYPE CODE | ZIP CODE | OPR SITE? | OPR FAX NUMBER | STATUS | PASS COMMENTS |
|---------|----------------|----------------|-----------------|-----------------------------------|----------|------------|----------------|-----------------|---------------|----------------|-----------------|-------------------------|-----------------|----------|-------------------------------|--------------------|----------|-----------|----------------|--------|---|
| West | 70A | LOS ANGELES | LOS ANGELES | LOS ANGELES PHCY 61ST MOS | 0537918 | 1071612024 | AIR FORCE | AFSC | PHARMACY CITY | CA | SMALL MARKET | OS ANGELES | 0248 | 0248 | AF-C-61st MEDGRP-LOS ANGELES | CLINIC | 90245 | | | ACTIVE | |
| West | 79A | LUKE | LUKE | DoD LUKE ePhcy | 0359124 | 1043627631 | AIR FORCE | AETC | LUKE | AZ | STAND ALONE | NONE | 0009 | 0009 | AF-C-56th MEDGRP-LUKE | CLINIC | 85309 | YES | 6238563616 | ACTIVE | |
| West | 79A | LUKE | LUKE | LUKE HOSP PHCY | 0323953 | 1780781534 | AIR FORCE | AETC | LUKE | AZ | STAND ALONE | NONE | 0009 | 0009 | AF-C-56th MEDGRP-LUKE | CLINIC | 85309 | | | ACTIVE | |
| West | 79A | LUKE | LUKE | LUKE REFILL PHCY | 0323997 | 1410765648 | AIR FORCE | AETC | LUKE | AZ | STAND ALONE | NONE | 0009 | 0009 | AF-C-56th MEDGRP-LUKE | CLINIC | 85309 | | | ACTIVE | |
| East | 79A | LUKE | LUKE | LUKE SALT PHCY | 0323965 | 1215035389 | AIR FORCE | AETC | LUKE | AZ | STAND ALONE | NONE | 0009 | 0009 | AF-C-56th MEDGRP-LUKE | CLINIC | 85309 | | | ACTIVE | |
| East | 34B | MACDILL | MACDILL | DoD MACDILL ePhcy | 5740849 | 1538629415 | AIR FORCE | AMC | MACDILL | FL | STAND ALONE | NONE | 0045 | 0045 | AF-C-6th MEDGRP-MACDILL | CLINIC | 33621 | YES | 8138280088 | ACTIVE | |
| East | 34B | MACDILL | MACDILL | DoD SABAL PARK ePhcy | 5742235 | 1578119087 | AIR FORCE | AMC | MACDILL | FL | STAND ALONE | NONE | 0045 | 1946 | AF-CB-SABAL PARK CLINIC-MIL | CLINIC | 33619 | YES | 8138280088 | ACTIVE | 8/20/19: new ePhcy pending fax # - RVM |
| East | 34B | MACDILL | MACDILL | MACDILL BRANDON PHCY | 1887798 | 1154420891 | AIR FORCE | AMC | MACDILL | FL | STAND ALONE | NONE | 0045 | 0045 | AF-C-6th MEDGRP-MACDILL | CLINIC | 33621 | | | ACTIVE | |
| East | 34B | MACDILL | MACDILL | MACDILL MAIN PHCY 6TH MOG | 1081540 | 1225430971 | AIR FORCE | AMC | MACDILL | FL | STAND ALONE | NONE | 0045 | 0045 | AF-C-6th MEDGRP-MACDILL | CLINIC | 33621 | | | ACTIVE | |
| East | 34B | MACDILL | MACDILL | MACDILL CALL-IN AC PHCY | 1887786 | 1245339802 | AIR FORCE | AMC | MACDILL | FL | STAND ALONE | NONE | 0045 | 0045 | AF-C-6th MEDGRP-MACDILL | CLINIC | 33621 | | | ACTIVE | 8/8/19: Name change from Macdill Pharmace CTR Phcy to Macdill Call-In AC Phcy - RVM |
| East | 34B | MACDILL | MACDILL | MACDILL PHARMACE PHCY | 5721534 | 1104232214 | AIR FORCE | AMC | MACDILL | FL | STAND ALONE | NONE | 0045 | 0045 | AF-C-6th MEDGRP-MACDILL | CLINIC | 33621 | | | ACTIVE | 8/8/19: Name change from Macdill Pharmassit Phcy to Macdill Pharmace Phcy - RVM; 3/26/19: CHANGED FROM DOD MACDILL ePhcy TO MACD L PHARMASIT PHCY - RVM |
| East | 34B | MACDILL | MACDILL | MACDILL REFILL PHCY | 1089386 | 1861591539 | AIR FORCE | AMC | MACDILL | FL | STAND ALONE | NONE | 0045 | 0045 | AF-C-6th MEDGRP-MACDILL | CLINIC | 33621 | | | ACTIVE | |
| West | 72A | MALMSTROM | MALMSTROM | DoD MALMSTROM ePhcy | 2784002 | 1710392352 | AIR FORCE | AFSCG | MALMSTROM | MT | STAND ALONE | NONE | 0077 | 0077 | AF-C-341st MEDGRP-MALMSTROM | CLINIC | 59402 | YES | 4067314928 | ACTIVE | |
| West | 72A | MALMSTROM | MALMSTROM | MALMSTROM STOR | 2796387 | 1619074465 | AIR FORCE | AFSCG | MALMSTROM | MT | STAND ALONE | NONE | 0077 | 0077 | AF-C-341st MEDGRP-MALMSTROM | CLINIC | 59402 | | | ACTIVE | |
| Europe | 4EA | MAXWELL | MAXWELL | DoD MAXWELL ePhcy | 0139887 | 1480703435 | AIR FORCE | AETC | MAXWELL | AL | STAND ALONE | NONE | 0004 | 0004 | AF-C-42nd MEDGRP-MAXWELL | CLINIC | 36112 | YES | 3349535272 | ACTIVE | |
| East | 4EA | MAXWELL | MAXWELL | MAXWELL GUNTER PHCY | 0124944 | 1497854566 | AIR FORCE | AETC | MAXWELL | AL | STAND ALONE | NONE | 0004 | 0004 | AF-C-42nd MEDGRP-MAXWELL | CLINIC | 36112 | | | ACTIVE | |
| East | 4EA | MAXWELL | MAXWELL | MAXWELL MAIN PHCY 42ND MOG | 0127123 | 1255430302 | AIR FORCE | AETC | MAXWELL | AL | STAND ALONE | NONE | 0004 | 0004 | AF-C-42nd MEDGRP-MAXWELL | CLINIC | 36112 | | | ACTIVE | 1/25/1: Updated CCL Pharmacy Name to match name in NCDPD - RVM |
| West | 79A | MCCONNELL | MCCONNELL | DoD MCCONNELL ePhcy | 1721198 | 1952718847 | AIR FORCE | AMC | MCCONNELL | KS | LARGE MARKET | KANSAS | 0059 | 0059 | AF-C-22nd MEDGRP-MCCONNELL | CLINIC | 67221 | YES | 3167596776 | ACTIVE | |
| West | 79A | MCCONNELL | MCCONNELL | MCCONNELL OP PHCY | 1719517 | 1154420764 | AIR FORCE | AMC | MCCONNELL | KS | LARGE MARKET | KANSAS | 0059 | 0059 | AF-C-22nd MEDGRP-MCCONNELL | CLINIC | 67221 | | | ACTIVE | |
| West | 79A | MCCONNELL | MCCONNELL | MCCONNELL SPO PHCY | 1719852 | 1639403090 | AIR FORCE | AMC | MCCONNELL | KS | LARGE MARKET | KANSAS | 0059 | 0059 | AF-C-22nd MEDGRP-MCCONNELL | CLINIC | 67221 | | | ACTIVE | |
| East | 1HF | MCGUIRE | MCGUIRE FT. DIX | DoD MCGUIRE ePhcy | 3148752 | 1427465889 | AIR FORCE | AMC | MCGUIRE | NJ | SMALL MARKET | GARDEN STATE | 0326 | 0326 | AF-C-87th MEDGRP JBMd-MCGUIRE | CLINIC | 08641 | YES | 6097549133 | ACTIVE | |
| East | 1HF | MCGUIRE | MCGUIRE FT. DIX | MCGUIRE PHCY | 3141847 | 1365471192 | AIR FORCE | AMC | MCGUIRE | NJ | SMALL MARKET | GARDEN STATE | 0326 | 0326 | AF-C-87th MEDGRP JBMd-MCGUIRE | CLINIC | 08640 | | | ACTIVE | |
| West | 79A | MINOT | MINOT | DoD MINOT ePhcy | 3505015 | 1801201793 | AIR FORCE | AFSCG | MINOT | ND | STAND ALONE | NONE | 0094 | 0094 | AF-C-5th MEDGRP-MINOT | CLINIC | 58705 | YES | 7017235302 | ACTIVE | |
| West | 79A | MINOT | MINOT | MINOT PHCY | 3503883 | 1477652790 | AIR FORCE | AFSCG | MINOT | ND | STAND ALONE | NONE | 0094 | 0094 | AF-C-5th MEDGRP-MINOT | CLINIC | 58705 | | | ACTIVE | |
| Pac Rtc | 3EA | MISAWA | MISAWA | MISAWA PHCY | 6210192 | 1194894246 | AIR FORCE | PACAF | MISAWA | AP | DIR PACIFIC | JAPAN | 0639 | 0639 | AF-H-35th MEDGRP-MISAWA | HOSP | 96319 | | | ACTIVE | |
| East | 3EA | MOODY | MOODY | DoD MOODY ePhcy | 1165453 | 1417362211 | AIR FORCE | ACC | MOODY | GA | STAND ALONE | NONE | 0050 | 0050 | AF-C-23rd MEDGRP-MOODY | CLINIC | 31699 | YES | 2295272345 | ACTIVE | |
| East | 3EA | MOODY | MOODY | MOODY PHCY 23RD MOG | 1142784 | 1688723350 | AIR FORCE | ACC | MOODY | GA | STAND ALONE | NONE | 0050 | 0050 | AF-C-23rd MEDGRP-MOODY | CLINIC | 31699 | | | ACTIVE | |
| West | 77A | MOUNTAIN HOME | MOUNTAIN HOME | DoD MT HOME ePhcy | 1390955 | 1144636515 | AIR FORCE | ACC | MOUNTAIN HOME | ID | STAND ALONE | NONE | 0053 | 0053 | AF-C-366th MEDGRP-MT HOME | HOSP | 83648 | YES | 2088287676 | ACTIVE | |
| West | 77A | MOUNTAIN HOME | MOUNTAIN HOME | MT HOME OP PHCY | 1306845 | 1811094667 | AIR FORCE | ACC | MOUNTAIN HOME | ID | STAND ALONE | NONE | 0053 | 0053 | AF-C-366th MEDGRP-MT HOME | HOSP | 83648 | | | ACTIVE | |
| Europe | ED0 | CAPODICHINO | CAPODICHINO | CAPODICHINO PHCY | 06110976 | 1598585954 | NAVY | RMC | CAPODICHINO | IT | DIR EUROPE | MEDITERRANEAN/BAHRAIN | 0617 | 1153 | BNF CAPODICHINO | CLINIC | 09622 | | | ACTIVE | |
| Europe | ED0 | NAPLES | NAPLES | NAPLES PHCY | 08110506 | 1075882175 | NAVY | RMC | NAPLES | AE | DIR EUROPE | MEDITERRANEAN/BAHRAIN | 0617 | 0617 | BNF NAPLES | CLINIC | 09617 | | | ACTIVE | |
| East | 1PA | NCA-BETHESDA | NCA-BETHESDA | ABERDEEN CALL-IN PHCY | 2125347 | 1629130588 | ARMY | RHC-A | ABERDEEN | MD | LARGE MARKET | NATIONAL CAPITAL REGION | 0069 | 0308 | AHC KIRK-ABERDEEN PRVING GD | CLINIC | 21005 | | | ACTIVE | |
| East | 1PA | NCA-BETHESDA | NCA-BETHESDA | ABERDEEN MAIN PHCY | 2125335 | 1356448104 | ARMY | RHC-A | ABERDEEN | MD | LARGE MARKET | NATIONAL CAPITAL REGION | 0069 | 0308 | AHC KIRK-ABERDEEN PRVING GD | CLINIC | 21005 | | | ACTIVE | |
| East | 1PA | NCA-BETHESDA | NCA-BETHESDA | ABERDEEN LCC PHCY | 2125350 | 1760581137 | ARMY | RHC-A | ABERDEEN | MD | LARGE MARKET | NATIONAL CAPITAL REGION | 0069 | 0308 | AHC KIRK-ABERDEEN PRVING GD | CLINIC | 21005 | | | ACTIVE | |
| East | 1PA | NCA-BETHESDA | NCA-BETHESDA | DoD ABERDEEN ePhcy | 2138370 | 1417365269 | ARMY | RHC-A | ABERDEEN | MD | LARGE MARKET | NATIONAL CAPITAL REGION | 0069 | 0308 | AHC KIRK-ABERDEEN PRVING GD | CLINIC | 21005 | YES | 4102781935 | ACTIVE | |
| East | 1PB | NCA-BETHESDA | NCA-ANDREWS | ANDREWS MAIN PHCY | 2125373 | 1093814402 | AIR FORCE | AFOW | ANDREWS | MD | LARGE MARKET | NATIONAL CAPITAL REGION | 0066 | 0066 | AF-ASU-11th MEDGRP-ANDREWS | CLINIC | 20762 | | | ACTIVE | |
| East | 1PB | NCA-BETHESDA | NCA-ANDREWS | ANDREWS NMHC REF PHCY | 2135677 | 1995002836 | AIR FORCE | AFOW | ANDREWS | MD | LARGE MARKET | NATIONAL CAPITAL REGION | 0066 | 0066 | AF-ASU-11th MEDGRP-ANDREWS | CLINIC | 20762 | | | ACTIVE | |
| East | 1PB | NCA-BETHESDA | NCA-ANDREWS | ANDREWS SATELLITE PHCY | 2125777 | 1851496270 | AIR FORCE | AFOW | ANDREWS | MD | LARGE MARKET | NATIONAL CAPITAL REGION | 0066 | 0066 | AF-ASU-11th MEDGRP-ANDREWS | CLINIC | 20762 | | | ACTIVE | |
| East | 1PB | NCA-BETHESDA | NCA-ANDREWS | DoD ANDREWS ePhcy | 2138368 | 1518375995 | AIR FORCE | AFOW | ANDREWS | MD | LARGE MARKET | NATIONAL CAPITAL REGION | 0066 | 0066 | AF-ASU-11th MEDGRP-ANDREWS | CLINIC | 20715 | YES | 2406123981 | ACTIVE | 1/26/17: Changed fax number from 2406574544 to 2406123981 per Joseph Campbell [Rose] - RVM |
| East | 1PC | NCA-BETHESDA | NCA-ANNAPOLIS | ANNAPOLIS HB REFILL PHCY | 2140682 | 1801339866 | NAVY | NMC | ANNAPOLIS | MD | LARGE MARKET | NATIONAL CAPITAL REGION | 0306 | 0306 | NHC ANNAPOLIS | CLINIC | 21402 | | | ACTIVE | 11/28/1: New MTF Pharmacy - RVM |
| East | 1PC | NCA-BETHESDA | NCA-ANNAPOLIS | ANNAPOLIS MAIN PHCY | 2125715 | 1942309364 | NAVY | NMC | ANNAPOLIS | MD | LARGE MARKET | NATIONAL CAPITAL REGION | 0306 | 0306 | NHC ANNAPOLIS | CLINIC | 21403 | | | ACTIVE | |
| East | 1PC | NCA-BETHESDA | NCA-ANNAPOLIS | DoD ANNAPOLIS ePhcy | 2138383 | 1646862182 | NAVY | NMC | ANNAPOLIS | MD | LARGE MARKET | NATIONAL CAPITAL REGION | 0306 | 0306 | NHC ANNAPOLIS | CLINIC | 21402 | YES | 4102932830 | ACTIVE | |
| East | 1PE | NCA-BETHESDA | NCA-BETHESDA | BETHESDA BLDG 19 PHCY | 2135552 | 1194962407 | JOINT | JTFNCA | BETHESDA | MD | LARGE MARKET | NATIONAL CAPITAL REGION | 0067 | 0067 | WALTER REED NATL MIL MED CNTR | HOSP | 20889 | | | ACTIVE | |
| East | 1PE | NCA-BETHESDA | NCA-BETHESDA | BETHESDA DISCHARGE SATELLITE PHCY | 2125703 | 1032218458 | JOINT | JTFNCA | BETHESDA | MD | LARGE MARKET | NATIONAL CAPITAL REGION | 0067 | 0067 | WALTER REED NATL MIL MED CNTR | HOSP | 20889 | | | ACTIVE | |
| East | 1PE | NCA-BETHESDA | NCA-BETHESDA | BETHESDA FALCON PHCY | 2136150 | 1902182538 | JOINT | JTFNCA | BETHESDA | MD | LARGE MARKET | NATIONAL CAPITAL REGION | 0067 | 0067 | WALTER REED NATL MIL MED CNTR | HOSP | 20889 | | | ACTIVE | |
| East | 1PE | NCA-BETHESDA | NCA-BETHESDA | BETHESDA HEM OHC PHCY | 2125680 | 1982703393 | JOINT | JTFNCA | BETHESDA | MD | LARGE MARKET | NATIONAL CAPITAL REGION | 0067 | 0067 | WALTER REED NATL MIL MED CNTR | HOSP | 20889 | | | ACTIVE | 1/25/17: Updated CCL Pharmacy Name to match name in NCDPD - RVM |
| East | 1PE | NCA-BETHESDA | NCA-BETHESDA | BETHESDA KNOWLEDGE PHCY | 2136148 | 1366728990 | JOINT | JTFNCA | BETHESDA | MD | LARGE MARKET | NATIONAL CAPITAL REGION | 0067 | 0067 | WALTER REED NATL MIL MED CNTR | HOSP | 20889 | | | ACTIVE | |
| East | 1PE | NCA-BETHESDA | NCA-BETHESDA | BETHESDA MAIN PHCY | 2125412 | 1619076023 | JOINT | JTFNCA | BETHESDA | MD | LARGE MARKET | NATIONAL CAPITAL REGION | 0067 | 0067 | WALTER REED NATL MIL MED CNTR | HOSP | 20889 | | | ACTIVE | |
| East | 1PE | NCA-BETHESDA | NCA-BETHESDA | BETHESDA REFILL BLDG 19 PHCY | 2135627 | 157888444 | JOINT | JTFNCA | BETHESDA | MD | LARGE MARKET | NATIONAL CAPITAL REGION | 0067 | 0067 | WALTER REED NATL MIL MED CNTR | HOSP | 20889 | | | ACTIVE | |
| East | 1PE | NCA-BETHESDA | NCA-BETHESDA | BETHESDA USGS PHCY | 2125436 | 1528167939 | JOINT | JTFNCA | BETHESDA | MD | LARGE MARKET | NATIONAL CAPITAL REGION | 0067 | 0067 | WALTER REED NATL MIL MED CNTR | HOSP | 20889 | | | ACTIVE | |
| East | 1PE | NCA-BETHESDA | NCA-BETHESDA | BETHESDA WRRB PED PHCY | 2140820 | 1780124651 | JOINT | JTFNCA | BETHESDA | MD | LARGE MARKET | NATIONAL CAPITAL REGION | 0067 | 0067 | WALTER REED NATL MIL MED CNTR | HOSP | 20889 | | | ACTIVE | 3/7/17: New MTF Pharmacy - RVM |
| East | 1PE | NCA-BETHESDA | NCA-BETHESDA | BETHESDA NEX PHCY | 2136857 | 1063763241 | JOINT | JTFNCA | BETHESDA | MD | LARGE MARKET | NATIONAL CAPITAL REGION | 0067 | 0067 | WALTER REED NATL MIL MED CNTR | HOSP | 20889 | | | ACTIVE | |
| East | 1PE | NCA-BETHESDA | NCA-BETHESDA | DoD WALTER REED NEX ePhcy | 2138407 | 1184630223 | JOINT | JTFNCA | BETHESDA | MD | LARGE MARKET | NATIONAL CAPITAL REGION | 0067 | 0067 | WALTER REED NATL MIL MED CNTR | HOSP | 20889 | YES | 8014003565 | ACTIVE | |
| East | 1FF | NCA-BETHESDA | NCA-BOLLING | BOLLING NMHC REF PHCY | 0904705 | 1568769494 | AIR FORCE | AFOW | WASHINGTON | DC | LARGE MARKET | NATIONAL CAPITAL REGION | 0066 | 0413 | AF-C-11th MED SQ JBAB-BOLLING | CLINIC | 20032 | | | ACTIVE | |
| East | 1FF | NCA-BETHESDA | NCA-BOLLING | BOLLING PHCY | 0904208 | 1376642090 | AIR FORCE | AFOW | WASHINGTON | DC | LARGE MARKET | NATIONAL CAPITAL REGION | 0066 | 0413 | AF-C-11th MED SQ JBAB-BOLLING | CLINIC | 20032 | | | ACTIVE | |
| East | 1FF | NCA-BETHESDA | NCA-BOLLING | DoD BOLLING ePhcy | 0905946 | 1861804551 | AIR FORCE | AFOW | WASHINGTON | DC | LARGE MARKET | NATIONAL CAPITAL REGION | 0066 | 0413 | AF-C-11th MED SQ JBAB-BOLLING | CLINIC | 20032 | YES | 2024044126 | ACTIVE | |
| East | 1PJ | NCA-BETHESDA | NCA-CARLISLE | CARLISLE DUNHAM EDC PHCY | 6006414 | 1639667736 | ARMY | RHC-A | CARLISLE | PA | STAND ALONE | NONE | 0069 | 0352 | AHC DUNHAM-CARLISLE BARRACKS | CLINIC | 17013 | | | ACTIVE | 4/26/18: New MTF pharmacy - RVM |
| East | 1PJ | NCA-BETHESDA | NCA-CARLISLE | CARLISLE DUNHAM MAIN PHCY | 3979056 | 1082515917 | ARMY | RHC-A | CARLISLE | PA | STAND ALONE | NONE | 0069 | 0352 | AHC DUNHAM-CARLISLE BARRACKS | CLINIC | 17013 | | | ACTIVE | |
| East | 1PJ | NCA-BETHESDA | NCA-CARLISLE | CARLISLE DUNHAM TMC PHCY | 6006426 | 1457849556 | ARMY | RHC-A | CARLISLE | PA | STAND ALONE | NONE | 0069 | 0352 | AHC DUNHAM-CARLISLE BARRACKS | CLINIC | 17013 | | | ACTIVE | 4/26/18: New MTF pharmacy - RVM |
| East | 1PJ | NCA-BETHESDA | NCA-CARLISLE | CARLISLE DUNHAM ePhcy | 6001161 | 1992108833 | ARMY | RHC-A | CARLISLE | PA | STAND ALONE | NONE | 0069 | 0352 | AHC DUNHAM-CARLISLE BARRACKS | CLINIC | 17013 | YES | 7174536669 | ACTIVE | New January 2015 |
| East | 1PJ | NCA-BETHESDA | NCA-DARLHLEN | DARLHLEN NYDR PHCY | 4858075 | 1174172183 | NAVY | NMC | DARLHLEN | VA | LARGE MARKET | NATIONAL CAPITAL REGION | | | | | | | | | |

SECTION J
ATTACHMENT J-4 Military Treatment Facility (MTF) Sites

| REGION | DOD CHAIN CODE | CHCS HOST NAME | SITE NAME | POTS PHARMACY NAME | NCDPD | NPI NUMBER | SERVICE | SERVICE COMMAND | PHARMACY CITY | PHARMACY STATE | MTF MARKET TYPE | MTF MARKET NAME | Parent DMSIS ID | DMSIS ID | DMSIS Facility Name | FACILITY TYPE CODE | ZIP CODE | rxR SITE? | rxR FAX NUMBER | STATUS | PASS COMMENTS |
|--------|----------------|----------------|-------------------------|------------------------------------|---------|-------------|-----------|-----------------|----------------|----------------|-----------------|-------------------------|-----------------|----------|-------------------------------|--------------------|----------|-----------|----------------|----------|--|
| East | 1PX | NCA-BETHESDA | NCA-PATUXENT RIVER | PAX RIVER REFILL PHCY | 2125385 | 1907905318 | NAVY | NME | PATUXENT RIVER | MD | LARGE MARKET | NATIONAL CAPITAL REGION | 0068 | 0068 | NHC PATUXENT RIVER | CLINIC | 20670 | | | ACTIVE | |
| East | 1PX | NCA-BETHESDA | NCA-QUANTICO | DoD QUANTICO MAIN ePhcy | 4845446 | 1528473774 | NAVY | NME | QUANTICO | VA | LARGE MARKET | NATIONAL CAPITAL REGION | 0385 | 0385 | NHC QUANTICO | CLINIC | 22134 | YES | 7037841568 | ACTIVE | 4/26/18: Correct pharmacy name from DoD QUANTICO ePhcy to DoD QUANTICO MAIN ePhcy - RVM |
| East | 1PX | NCA-BETHESDA | NCA-QUANTICO | QUANTICO HS PHCY | 4836409 | 178073811 | NAVY | NME | QUANTICO | VA | LARGE MARKET | NATIONAL CAPITAL REGION | 0385 | 0385 | BMC OCS BROWN FIELD | CLINIC | 22134 | | | ACTIVE | |
| East | 1PX | NCA-BETHESDA | NCA-QUANTICO | QUANTICO TBS PHCY | 4836364 | 1194848227 | NAVY | NME | QUANTICO | VA | LARGE MARKET | NATIONAL CAPITAL REGION | 0385 | 0385 | NHC THE BASIC SCHOOL | CLINIC | 22134 | | | ACTIVE | |
| East | 1PFA | NCA-BETHESDA | NCA-WALTER REED | WALTER REED SOLDIER'S HOME PHCY | 0040094 | 1649373363 | JOINT | JTFNC | WASHINGTON | DC | LARGE MARKET | NATIONAL CAPITAL REGION | 0067 | 0067 | WALTER REED NATL MIL MED CNTR | HOSP | 20302 | | | ACTIVE | |
| East | 1PFB | NCA-BETHESDA | NCA-WASH DC DTHC | DoD WASH DC DTHC ePhcy | 0905072 | 1861806697 | JOINT | JTFNC | WASHINGTON | DC | LARGE MARKET | NATIONAL CAPITAL REGION | 0123 | 0256 | DIOLORENZO HEALTH CLINIC | CLINIC | 20310 | YES | 7036920899 | ACTIVE | |
| East | 1PFB | NCA-BETHESDA | NCA-WASH DC DTHC | WASH DC DTHC HLTH CLINIC PHCY PENT | 0904119 | 1104923952 | JOINT | JTFNC | WASHINGTON | DC | LARGE MARKET | NATIONAL CAPITAL REGION | 0123 | 0256 | DIOLORENZO HEALTH CLINIC | CLINIC | 20310 | | | ACTIVE | 1/25/1: Updated CCL Pharmacy Name to match name in NCDPD - RVM |
| East | 1PFF | NCA-BETHESDA | NCA-WASH DC PENT FLIGHT | WASH DC PENTAGON FLIGHT PHCY | 0904195 | 1013014669 | AIR FORCE | AFOW | WASHINGTON | DC | LARGE MARKET | NATIONAL CAPITAL REGION | 0413 | 0413 | 57TH MED GROUP-BOLLING | CLINIC | 20330 | | | ACTIVE | |
| East | 1PFG | NCA-BETHESDA | NCA-WASH DC WINV | WASH DC WINV PHCY | 0904222 | 1092105774 | AIR FORCE | NME | WASHINGTON | DC | LARGE MARKET | NATIONAL CAPITAL REGION | 0385 | 0703 | NHC WASHINGTON NAVY YARD | CLINIC | 20378 | | | ACTIVE | |
| East | 1PFD | NCA-BETHESDA | NCA-WOODBRIDGE | DoD DUMFRIES ePhcy | 4845977 | 1023415825 | JOINT | JTFNC | DUMFRIES | VA | LARGE MARKET | NATIONAL CAPITAL REGION | 0123 | 6201 | DUMFRIES HEALTH CENTER | CLINIC | 22192 | YES | 7034417575 | ACTIVE | New January 2015 |
| East | 1PFD | NCA-BETHESDA | NCA-WOODBRIDGE | DUMFRIES HD PHCY | 4847781 | 1356874283 | JOINT | JTFNC | DUMFRIES | VA | LARGE MARKET | NATIONAL CAPITAL REGION | 0123 | 6201 | DUMFRIES HEALTH CENTER | CLINIC | 22025 | | | ACTIVE | 4/11/17: New MTF Pharmacy - RVM |
| East | 1PFD | NCA-BETHESDA | NCA-WOODBRIDGE | WOODBRIDGE MAIN PHCY | 4836346 | 1316041175 | JOINT | JTFNC | WOODBRIDGE | VA | LARGE MARKET | NATIONAL CAPITAL REGION | 0123 | 6201 | DUMFRIES HEALTH CENTER | CLINIC | 22192 | | | ACTIVE | |
| West | 7WA | NELLIS | NELLIS | DoD NELLIS AIR FORCE BASE ePhcy | 2993499 | 1942616057 | AIR FORCE | ACC | NELLIS | NV | SMALL MARKET | AS VEGAS | 0079 | 0079 | AF-HC-99th MEDGRP-NELLIS | HOSP | 89191 | YES | 7026532755 | ACTIVE | 9/19/18: changed name from DoD NELLIS ePhcy to DoD NELLIS AIR FORCE BASE ePhcy - RVM |
| West | 7WA | NELLIS | NELLIS | NELLIS ALPHA PHCY MAIN | 2975744 | 1619076064 | AIR FORCE | ACC | NELLIS | NV | SMALL MARKET | AS VEGAS | 0079 | 0079 | AF-HC-99th MEDGRP-NELLIS | HOSP | 89191 | | | ACTIVE | 1/25/1: Updated CCL Pharmacy Name to match name in NCDPD - RVM |
| West | 7WA | NELLIS | NELLIS | NELLIS BRAVO PHCY | 2975639 | 1023117462 | AIR FORCE | ACC | NELLIS | NV | SMALL MARKET | AS VEGAS | 0079 | 0079 | AF-HC-99th MEDGRP-NELLIS | HOSP | 89191 | | | ACTIVE | |
| West | 7WA | NELLIS | NELLIS | NELLIS BRAVO PHCY | 2975535 | 1912063747 | AIR FORCE | ACC | NELLIS | NV | SMALL MARKET | AS VEGAS | 0079 | 0079 | AF-HC-99th MEDGRP-NELLIS | HOSP | 89191 | | | ACTIVE | |
| West | 7WA | OFFUTT | OFFUTT | DoD OFFUTT ePhcy | 2818827 | 1871909846 | AIR FORCE | ACC | OFFUTT | NE | STAND ALONE | NONE | 0078 | 0078 | AF-C-55th MEDGRP-OFFUTT | CLINIC | 68113 | YES | 4022940711 | ACTIVE | |
| West | 7WA | OFFUTT | OFFUTT | OFFUTT MAIN PHCY | 2815706 | 1194824524 | AIR FORCE | ACC | OFFUTT | NE | STAND ALONE | NONE | 0078 | 0078 | AF-C-55th MEDGRP-OFFUTT | CLINIC | 68123 | | | ACTIVE | |
| West | 7WA | OFFUTT | OFFUTT | OFFUTT SATL PHCY | 2815718 | 1003915430 | AIR FORCE | ACC | OFFUTT | NE | STAND ALONE | NONE | 0078 | 0078 | AF-C-55th MEDGRP-OFFUTT | CLINIC | 68113 | | | ACTIVE | |
| Pac | PCF | OKINAWA | KADENNA | KADENNA PHCY | 8210229 | 1780773032 | AIR FORCE | PACAF | OKINAWA | AP | DHR PACIFIC | OKINAWA ISLANDS | 0621 | 0621 | AF-C-18th MEDGRP-KADENNA | CLINIC | 96368 | | | ACTIVE | |
| Pac | PCF | OKINAWA | OKINAWA | OKINAWA BUSH PHCY | 8210255 | 1659440717 | NAVY | NMW | OKINAWA | AP | DHR PACIFIC | OKINAWA ISLANDS | 0621 | 7032 | BMC CAMP BUSH/COURTNEY | CLINIC | 96362 | | | ACTIVE | |
| Pac | PCF | OKINAWA | OKINAWA | OKINAWA EVANS PHCY | 8210267 | 1710056874 | NAVY | NMW | OKINAWA | AP | DHR PACIFIC | OKINAWA ISLANDS | 0621 | 8862 | BMC EVANS-CAMP FOSTER | CLINIC | 96362 | | | ACTIVE | |
| Pac | PCF | OKINAWA | OKINAWA | OKINAWA FUTENMA PHCY | 8210318 | 1346319423 | NAVY | NMW | OKINAWA | AP | DHR PACIFIC | OKINAWA ISLANDS | 0621 | 8861 | BMC MCAS FUTENMA | CLINIC | 96372 | | | ACTIVE | |
| Pac | PCF | OKINAWA | OKINAWA | OKINAWA HANSEN PHCY | 8210320 | 1053480132 | NAVY | NMW | OKINAWA | AP | DHR PACIFIC | OKINAWA ISLANDS | 0621 | 7037 | BMC CAMP HANSEN | CLINIC | 96368 | | | ACTIVE | |
| Pac | PCF | OKINAWA | OKINAWA | OKINAWA KINSEY PHCY | 8210344 | 1730258815 | NAVY | NMW | OKINAWA | AP | DHR PACIFIC | OKINAWA ISLANDS | 0621 | 1269 | BMC CAMP KINSEY | CLINIC | 96362 | | | ACTIVE | |
| Pac | PCF | OKINAWA | OKINAWA | OKINAWA OP PHCY | 8210332 | 1851460935 | NAVY | NMW | OKINAWA | AP | DHR PACIFIC | OKINAWA ISLANDS | 0621 | 0621 | NH OKINAWA | HOSP | 96362 | | | ACTIVE | |
| Pac | PCF | OKINAWA | OKINAWA | OKINAWA SCHUBS PHCY | 8210379 | 1891869863 | NAVY | NMW | OKINAWA | AP | DHR PACIFIC | OKINAWA ISLANDS | 0621 | 7107 | BMC CAMP SCHUBS-OKINAWA | CLINIC | 96368 | | | ACTIVE | |
| Pac | PGA | OSAN | OSAN | OSAN OP PHCY | 8210281 | 14212712596 | AIR FORCE | PACAF | OSAN | KOREA | | | 0638 | 0638 | AF-H-51st MEDGRP-OSAN | CLINIC | 96378 | | | ACTIVE | |
| Pac | PGA | OSAN | TAEGU AIR BASE | TAEGU IDMT PHCY | 8210445 | 1619297991 | AIR FORCE | PACAF | TAEGU AIR BASE | AP | DHR PACIFIC | KOREA | 0612 | 8907 | AF-CAMP WALKER-TAEGU | CLINIC | 96213 | | | ACTIVE | |
| East | 3MA | PATRICK | PATRICK | DoD PATRICK ePhcy | 5721546 | 1568878676 | AIR FORCE | AFSPC | PATRICK | FL | STAND ALONE | NONE | 0046 | 0046 | AF-C-45th MEDGRP-PATRICK | CLINIC | 32925 | YES | 3214942277 | ACTIVE | 9/11/17: updated fax number RVM |
| East | 3MA | PATRICK | PATRICK | PATRICK MAIN PHCY 45TH MEDG | 1080845 | 1366541086 | AIR FORCE | AFSPC | PATRICK | FL | STAND ALONE | NONE | 0046 | 0046 | AF-C-45th MEDGRP-PATRICK | CLINIC | 32925 | | | ACTIVE | |
| East | 3MA | PATRICK | PATRICK | PATRICK SATL PHCY | 1088118 | 1063511707 | AIR FORCE | AFSPC | PATRICK | FL | STAND ALONE | NONE | 0046 | 0046 | AF-C-45th MEDGRP-PATRICK | CLINIC | 32925 | | | ACTIVE | |
| East | 4PFA | PENSACOLA | CRANE | CRANE NBHC PHCY | 1562099 | 1578707277 | NAVY | NME | CRANE | IN | STAND ALONE | NONE | 0038 | 0357 | NBHC WPNSEN CRANE | CLINIC | 47522 | | | ACTIVE | |
| East | 4PFA | PENSACOLA | GULFPORT | DoD GULFPORT NBHC ePhcy | 2589705 | 1558773192 | NAVY | NME | GULFPORT | MS | LARGE MARKET | COASTAL MISSISSIPPI | 0038 | 0316 | NBHC GULFPORT | CLINIC | 39501 | YES | 2288712135 | ACTIVE | |
| East | 4PFA | PENSACOLA | GULFPORT | GULFPORT PHCY | 2520220 | 1194842818 | NAVY | NME | GULFPORT | MS | LARGE MARKET | COASTAL MISSISSIPPI | 0038 | 0316 | NBHC GULFPORT | CLINIC | 39501 | | | ACTIVE | |
| East | 4PFA | PENSACOLA | MERIDIAN | DoD MERIDIAN ePhcy | 2589729 | 1972917060 | NAVY | NME | MERIDIAN | MS | STAND ALONE | NONE | 0038 | 0317 | NBHC MERIDIAN | CLINIC | 39309 | YES | 6016792973 | ACTIVE | |
| East | 4PFA | PENSACOLA | MERIDIAN | MERIDIAN PHCY | 2520256 | 1700893558 | NAVY | NME | MERIDIAN | MS | STAND ALONE | NONE | 0038 | 0317 | NBHC MERIDIAN | CLINIC | 39309 | | | ACTIVE | |
| East | 4PFA | PENSACOLA | MILLINGTON | DoD MILLINGTON ePhcy | 5714363 | 1471960598 | NAVY | NME | MILLINGTON | TN | STAND ALONE | NONE | 0038 | 0107 | NBHC NSA MID-SOUTH | CLINIC | 38054 | YES | 9018746120 | ACTIVE | |
| East | 4PFA | PENSACOLA | MILLINGTON | MILLINGTON NAVEX PHCY | 4434130 | 1184723371 | NAVY | NME | MILLINGTON | TN | STAND ALONE | NONE | 0038 | 0107 | NBHC NSA MID-SOUTH | CLINIC | 38054 | | | ACTIVE | |
| East | 4PFA | PENSACOLA | MILLINGTON | MILLINGTON PHCY | 4434142 | 1295926160 | NAVY | NME | MILLINGTON | TN | STAND ALONE | NONE | 0038 | 0107 | NBHC NSA MID-SOUTH | CLINIC | 38054 | | | ACTIVE | 8/6/15: Rosemary confirmed that this is a closed. She submitted a form to NCDPD to get it deactivated. RVM |
| East | 4PFA | PENSACOLA | MILTON | DoD MILTON WHITING FIELD ePhcy | 5720950 | 1493756265 | NAVY | NME | MILTON | FL | LARGE MARKET | FLORIDA PANHANDLE | 0038 | 0261 | NBHC MILTON WHITING FIELD | CLINIC | 32570 | YES | 8506237368 | ACTIVE | |
| East | 4PFA | PENSACOLA | MILTON | MILTON WHITING FIELD BMC PHCY | 1088007 | 1736285384 | NAVY | NME | MILTON | FL | LARGE MARKET | FLORIDA PANHANDLE | 0038 | 0261 | NBHC MILTON WHITING FIELD | CLINIC | 32570 | | | ACTIVE | |
| East | 4PFA | PENSACOLA | NEW ORLEANS | DoD NEW ORLEANS BELLE CHASSE ePhcy | 1537587 | 1051126282 | NAVY | NME | NEW ORLEANS | LA | STAND ALONE | NONE | 0038 | 0436 | NBHC NBS BELLE CHASSE | CLINIC | 70143 | | | ACTIVE | |
| East | 4PFA | PENSACOLA | NEW ORLEANS | NEW ORLEANS BELLE CHASSE PHCY | 1530076 | 1801939554 | NAVY | NME | NEW ORLEANS | LA | STAND ALONE | NONE | 0038 | 0436 | NBHC NBS BELLE CHASSE | CLINIC | 70143 | | | ACTIVE | |
| East | 4PFA | PENSACOLA | PANAMA CITY | DoD PANAMA CITY NBHC ePhcy | 5736688 | 1114425113 | NAVY | NME | PANAMA CITY | FL | LARGE MARKET | FLORIDA PANHANDLE | 0038 | 0265 | NBHC NAVOASTSYSC PANAMA CITY | CLINIC | 32407 | YES | 8506 67138 | ACTIVE | 2/ /20 /8: New MTF ePharmacy - RVM |
| East | 4PFA | PENSACOLA | PANAMA CITY | PANAMA CITY NBHC PHCY | 1088992 | 1821195878 | NAVY | NME | PANAMA CITY | FL | LARGE MARKET | FLORIDA PANHANDLE | 0038 | 0265 | NBHC NAVOASTSYSC PANAMA CITY | CLINIC | 32407 | | | ACTIVE | |
| East | 4PFA | PENSACOLA | PANAMA CITY | DoD PANAMA CITY NBHC ePhcy | 5721027 | 1457164078 | NAVY | NME | PANAMA CITY | FL | LARGE MARKET | FLORIDA PANHANDLE | 0038 | 0038 | NH PENSACOLA | HOSP | 32512 | YES | 8505056758 | ACTIVE | 1/26/2017: Change fax number from 8505056 58 to 8505056449 per James Mado Id (Rose) - RVM |
| East | 4PFA | PENSACOLA | PANAMA CITY | PANAMA CITY NBHC PHCY | 1088954 | 1508965278 | NAVY | NME | PANAMA CITY | FL | LARGE MARKET | FLORIDA PANHANDLE | 0038 | 0038 | NH PENSACOLA | HOSP | 32512 | | | ACTIVE | |
| East | 4PFA | PENSACOLA | PANAMA CITY | PANAMA CITY NBHC PHCY | 5714363 | 1518301696 | NAVY | NME | PANAMA CITY | FL | LARGE MARKET | FLORIDA PANHANDLE | 0038 | 0038 | NH PENSACOLA | CLINIC | 32507 | | | ACTIVE | |
| East | 4PFA | PENSACOLA | PANAMA CITY | PANAMA CITY NBHC PHCY | 1088966 | 1194822940 | NAVY | NME | PANAMA CITY | FL | LARGE MARKET | FLORIDA PANHANDLE | 0038 | 0513 | NBHC NTTC PENSACOLA | CLINIC | 32511 | | | ACTIVE | |
| East | 4PFA | PENSACOLA | PANAMA CITY | PANAMA CITY NBHC PHCY | 1088978 | 1003913556 | NAVY | NME | PANAMA CITY | FL | LARGE MARKET | FLORIDA PANHANDLE | 0038 | 0260 | NBHC NBS PENSACOLA | CLINIC | 32508 | | | ACTIVE | |
| East | 4PFA | PENSACOLA | PANAMA CITY | PANAMA CITY NBHC PHCY | 1088980 | 1912004763 | NAVY | NME | PANAMA CITY | FL | LARGE MARKET | FLORIDA PANHANDLE | 0038 | 0262 | NBHC NTTC PENSACOLA | CLINIC | 32508 | | | ACTIVE | |
| East | 4PFA | PENSACOLA | PANAMA CITY | PANAMA CITY NBHC PHCY | 4845383 | 1508709550 | NAVY | NME | PENSACOLA | VA | LARGE MARKET | TIDEWATER | 0124 | 6221 | TRICARE OUTPATIENT CHESAPEAKE | CLINIC | 23120 | YES | 7579536317 | INACTIVE | 10/16/ /8: Dr. Oh asked for this site to get repub ished; moved from inactive tab back to Active tab - RVM |
| East | 4PFA | PENSACOLA | PANAMA CITY | PANAMA CITY NBHC PHCY | 4834968 | 1661599615 | NAVY | NME | PENSACOLA | VA | LARGE MARKET | TIDEWATER | 0124 | 6219 | NBHC CHESAPEAKE | CLINIC | 23122 | | | INACTIVE | 1/25/1: Updated CCL Pharmacy Name to match name in NCDPD - RVM |
| East | 4PFA | PENSACOLA | PANAMA CITY | PANAMA CITY NBHC PHCY | 4834962 | 1043317894 | NAVY | NME | PENSACOLA | VA | LARGE MARKET | TIDEWATER | 0124 | 6221 | TRICARE OUTPATIENT CHESAPEAKE | CLINIC | 23120 | | | ACTIVE | 1/25/17: Updated CCL Pharmacy Name to match name in NCDPD - RVM |
| East | 4PFA | PENSACOLA | PANAMA CITY | PANAMA CITY NBHC PHCY | 4845458 | 1661807703 | ARMY | RHC-A | FT. EUSTIS | VA | LARGE MARKET | TIDEWATER | 0121 | 0121 | AF-HC-12th MEDGRP-EUSTIS | CLINIC | 23604 | YES | 7573147764 | ACTIVE | |
| East | 4PFA | PENSACOLA | PANAMA CITY | PANAMA CITY NBHC PHCY | 4845461 | 1669339340 | ARMY | RHC-A | FT. EUSTIS | VA | LARGE MARKET | TIDEWATER | 0121 | 0121 | AF-HC-12th MEDGRP-EUSTIS | CLINIC | 23604 | | | ACTIVE | 4/17/19: New PHARMACY - RVM |
| East | 4PFA | PENSACOLA | PANAMA CITY | PANAMA CITY NBHC PHCY | 4839419 | 1124137246 | ARMY | RHC-A | FT. EUSTIS | VA | LARGE MARKET | TIDEWATER | 0121 | 0121 | AF-HC-12th MEDGRP-EUSTIS | CLINIC | 23604 | | | ACTIVE | |
| East | 4PFA | PENSACOLA | PANAMA CITY | PANAMA CITY NBHC PHCY | 4839424 | 1699975739 | ARMY | RHC-A | FT. EUSTIS | VA | LARGE MARKET | TIDEWATER | 0121 | 0121 | AF-HC-12th MEDGRP-EUSTIS | CLINIC | 23604 | | | ACTIVE | |
| East | 4PFA | PENSACOLA | PANAMA CITY | PANAMA CITY NBHC PHCY | 4841727 | 1959233279 | ARMY | RHC-A | FT. EUSTIS | VA | LARGE MARKET | TIDEWATER | 0121 | 0554 | TMC-2-EUSTIS | CLINIC | 23604 | | | ACTIVE | |
| East | 4PFA | PENSACOLA | PANAMA CITY | PANAMA CITY NBHC PHCY | 4834936 | 147652592 | ARMY | RHC-A | FT. EUSTIS | VA | LARGE MARKET | TIDEWATER | 0121 | 0121 | AF-HC-12th MEDGRP-EUSTIS | CLINIC | 23604 | | | ACTIVE | |
| East | 4PFA | PENSACOLA | PANAMA CITY | PANAMA CITY NBHC PHCY | 4834935 | 1417361866 | ARMY | RHC-A | FT. EUSTIS | VA | LARGE MARKET | TIDEWATER | 0121 | 0121 | AF | | | | | | |

SECTION J
ATTACHMENT J-4 Military Treatment Facility (MTF) Sites

| Region | DOD Chain Code | CHCS Host Name | Site Name | POTS Pharmacy Name | NCDP | NPI | Service Branch | Service Command | Pharmacy City | Pharmacy State | MTF Market Type | MTF Market Name | Parent DMIS ID | DMIS ID | DMIS Facility Name | Facility Type Code | ZIP Code | eRx Site? | eRx FAX Number | Status | Pass Comments |
|--------|----------------|------------------|-----------------------------|----------------------------|---------|-------------|----------------|-----------------|-------------------|----------------|-----------------|-----------------|----------------|---------|--------------------------------|--------------------|----------|-----------|----------------|--------|--|
| East | AGA | REDSTONE ARSENAL | REDSTONE ARSENAL | DOD REDSTONE ePhcy | 0139485 | 1487060201 | ARMY | RHC-A | REDSTONE ARSENAL | AL | STAND ALONE | NONE | 0001 | 0001 | AHC FOX-REDSTONE ARSENAL | CLINIC | 354029 | YES | 25499550189 | ACTIVE | 9/11/2015: Rose confirmed that site will be eRx active on 9/28/2015 - RVM |
| East | AGA | REDSTONE ARSENAL | REDSTONE ARSENAL | REDSTONE PHCY | 0129418 | 1164512127 | ARMY | RHC-A | REDSTONE ARSENAL | AL | STAND ALONE | NONE | 0001 | 0001 | AHC FOX-REDSTONE ARSENAL | CLINIC | 354029 | | | ACTIVE | |
| East | JNA | ROBINS | ROBINS | DOD ROBINS ePhcy | 1165491 | 1417363482 | AIR FORCE | AFRC-A | ROBINS | GA | STAND ALONE | NONE | 0051 | 0051 | AF-C-78th MEDGRP-ROBINS | CLINIC | 31098 | YES | 4783278170 | ACTIVE | |
| East | JNA | ROBINS | ROBINS | ROBINS PHCY | 1146756 | 1730288488 | AIR FORCE | AFRC-A | ROBINS | GA | STAND ALONE | NONE | 0051 | 0051 | AF-C-78th MEDGRP-ROBINS | CLINIC | 31098 | | | ACTIVE | |
| Europe | SEA | ROYA US | ROYA | ROYA PHCY | 8110087 | 1558944797 | NAVY | NMC | ROYA | AE | DHR EUROPE | REBA | 0618 | 0618 | NH ROYA | HOSP | 06645 | | | ACTIVE | |
| West | BEWC | SAN DIEGO NMC | BRIDGEPORT | BRIDGEPORT WCC PHCY | 5654860 | 1912394727 | NAVY | NMW | BRIDGEPORT | CA | STAND ALONE | NONE | 0030 | 0415 | BMC BRIDGEPORT | CLINIC | 95157 | | | ACTIVE | 8/20/15: Added WCC to pharmacy name; new start date changed to 1/15/2016; 7/24: New addition pharmacy for WCC |
| West | BEWD | SAN DIEGO NMC | CAMP PENDLETON | CAMP PEND 13 ABC WCC PHCY | 5651814 | 1568876605 | NAVY | NMW | CAMP PENDLETON | CA | LARGE MARKET | SAN D EGO | 0024 | 0208 | BMC MCB CAMP PENDLETON | CLINIC | 92055 | | | ACTIVE | 8/20/15: Added WCC to pharmacy name; new start date changed to 1/15/2016; 7/24: New addition pharmacy for WCC |
| West | BEWD | SAN DIEGO NMC | CAMP PENDLETON | CAMP PEND 13 ABC WCC PHCY | 5651740 | 1205249642 | NAVY | NMW | CAMP PENDLETON | CA | LARGE MARKET | SAN D EGO | 0024 | 0208 | BMC MCB CAMP PENDLETON | CLINIC | 92055 | YES | 7607250231 | ACTIVE | 8/20/15: Added WCC to pharmacy name; new start date changed to 1/15/2016; 7/24: New addition pharmacy for WCC |
| West | BEWD | SAN DIEGO NMC | CAMP PENDLETON | CAMP PEND 13 ABC WCC PHCY | 5651894 | 1053624947 | NAVY | NMW | CAMP PENDLETON | CA | LARGE MARKET | SAN D EGO | 0024 | 0257 | BMC CAMP DELMAR MCB | CLINIC | 92055 | | | ACTIVE | 8/20/15: Added WCC to pharmacy name; new start date changed to 1/15/2016; 7/24: New addition pharmacy for WCC |
| West | BEWD | SAN DIEGO NMC | CAMP PENDLETON | CAMP PEND 22 ABC WCC PHCY | 5651927 | 1246545480 | NAVY | NMW | CAMP PENDLETON | CA | LARGE MARKET | SAN D EGO | 0692 | 6301 | OP FORCES-NH CAMP PENDLETON | ADMIN | 92055 | | | ACTIVE | 8/20/15: Added WCC to pharmacy name; new start date changed to 1/15/2016; 7/24: New addition pharmacy for WCC |
| West | BEWD | SAN DIEGO NMC | CAMP PENDLETON | CAMP PEND 31 ABC WCC PHCY | 5651876 | 1598179905 | NAVY | NMW | CAMP PENDLETON | CA | LARGE MARKET | SAN D EGO | 0024 | 0210 | BMC EDSON RANGE ANNEX | CLINIC | 92055 | | | ACTIVE | 8/20/15: Added WCC to pharmacy name; new start date changed to 1/15/2016; 7/24: New addition pharmacy for WCC |
| West | BEWD | SAN DIEGO NMC | CAMP PENDLETON | CAMP PEND 33 ABC WCC PHCY | 5651940 | 1881080977 | NAVY | NMW | CAMP PENDLETON | CA | LARGE MARKET | SAN D EGO | 0024 | 1407 | BMC MOH MARGARITA 33-PENDLTN | CLINIC | 92055 | | | ACTIVE | 8/20/15: Added WCC to pharmacy name; new start date changed to 1/15/2016; 7/24: New addition pharmacy for WCC |
| West | BEWD | SAN DIEGO NMC | CAMP PENDLETON | CAMP PEND 41 ABC WCC PHCY | 5651826 | 1285048348 | NAVY | NMW | CAMP PENDLETON | CA | LARGE MARKET | SAN D EGO | 0024 | 1409 | BMC MOH LAS FLORES 41-PENDLTN | CLINIC | 92055 | | | ACTIVE | 8/20/15: Added WCC to pharmacy name; new start date changed to 1/15/2016; 7/24: New addition pharmacy for WCC |
| West | BEWD | SAN DIEGO NMC | CAMP PENDLETON | CAMP PEND 43 ABC WCC PHCY | 5651500 | 1093127789 | NAVY | NMW | CAMP PENDLETON | CA | LARGE MARKET | SAN D EGO | 0024 | 1408 | BMC MOH LAS FLORES 43-PENDLTN | CLINIC | 92055 | | | ACTIVE | 8/20/15: Added WCC to pharmacy name; new start date changed to 1/15/2016; 7/24: New addition pharmacy for WCC |
| West | BEWD | SAN DIEGO NMC | CAMP PENDLETON | CAMP PEND 51 ABC WCC PHCY | 5651991 | 1275948143 | NAVY | NMW | CAMP PENDLETON | CA | LARGE MARKET | SAN D EGO | 0024 | 1659 | BMC SAN ONOFRE MCB | CLINIC | 92055 | | | ACTIVE | 8/20/15: Added WCC to pharmacy name; new start date changed to 1/15/2016; 7/24: New addition pharmacy for WCC |
| West | BEWD | SAN DIEGO NMC | CAMP PENDLETON | CAMP PEND 52 ABC WCC PHCY | 5651682 | 1972915740 | NAVY | NMW | CAMP PENDLETON | CA | LARGE MARKET | SAN D EGO | 0024 | 1659 | BMC SAN ONOFRE MCB | CLINIC | 92055 | YES | 7607250231 | ACTIVE | 8/20/15: Added WCC to pharmacy name; new start date changed to 1/15/2016; 7/24: New addition pharmacy for WCC |
| West | BEWD | SAN DIEGO NMC | CAMP PENDLETON | CAMP PEND 53 ABC WCC PHCY | 5651511 | 1960814582 | NAVY | NMW | CAMP PENDLETON | CA | LARGE MARKET | SAN D EGO | 0024 | 1659 | BMC MOH HORNO 53-PENDLTN | CLINIC | 92055 | | | ACTIVE | 8/20/15: Added WCC to pharmacy name; new start date changed to 1/15/2016; 7/24: New addition pharmacy for WCC |
| West | BEWD | SAN DIEGO NMC | CAMP PENDLETON | CAMP PEND 62 ABC WCC PHCY | 5651585 | 1841603248 | NAVY | NMW | CAMP PENDLETON | CA | LARGE MARKET | SAN D EGO | 0024 | 6225 | BMC MOH SAN MATEO 62-PENDLTN | CLINIC | 92055 | | | ACTIVE | 8/20/15: Added WCC to pharmacy name; new start date changed to 1/15/2016; 7/24: New addition pharmacy for WCC |
| West | BEWD | SAN DIEGO NMC | CAMP PENDLETON | CAMP PEND 85 WCC PHCY | 5655040 | 1609263003 | NAVY | NMW | CAMP PENDLETON | CA | LARGE MARKET | SAN D EGO | 0024 | 0024 | NH CAMP PENDLETON | HOSP | 92055 | | | ACTIVE | 8/20/15: Added WCC to pharmacy name; new start date changed to 1/15/2016; 7/24: New addition pharmacy for WCC |
| West | BEWD | SAN DIEGO NMC | CAMP PENDLETON | CAMP PEND WCC PHCY | 5655062 | 1437946807 | NAVY | NMW | CAMP PENDLETON | CA | LARGE MARKET | SAN D EGO | 0024 | 0024 | NH CAMP PENDLETON | HOSP | 92055 | | | ACTIVE | 8/20/15: Added WCC to pharmacy name; new start date changed to 1/15/2016; 7/24: New addition pharmacy for WCC |
| West | BEWD | SAN DIEGO NMC | CAMP PENDLETON | DOD CAMP PENDLETON PHCY | 5655115 | 1821485152 | NAVY | NMW | CAMP PENDLETON | CA | LARGE MARKET | SAN D EGO | 0024 | 0024 | NH CAMP PENDLETON | HOSP | 92055 | YES | 7607250231 | ACTIVE | 8/20/15: Added WCC to pharmacy name; new start date changed to 1/15/2016; 7/24: New addition pharmacy for WCC |
| West | BEWE | SAN DIEGO NMC | CHINA LAKE | CHINA LAKE REFILL PHCY | 5659252 | 1164883369 | NAVY | NMW | CHINA LAKE | CA | STAND ALONE | NONE | 0030 | 0212 | NBHC NAWPNCEN CHINA LAKE | CLINIC | 93555 | | | ACTIVE | 3/23/16: Marked pharmacy as e-pharmacy and added fax number; China Lake is using main pharmacy for e-presc bring RVM 3/ 6/ 6: New MTF Pharmacy added - RVM |
| West | BEWE | SAN DIEGO NMC | CHINA LAKE | CHINA LAKE WCC PHCY | 5654672 | 1750178569 | NAVY | NMW | CHINA LAKE | CA | STAND ALONE | NONE | 0030 | 0212 | NBHC NAWPNCEN CHINA LAKE | CLINIC | 93555 | | | ACTIVE | 8/20/15: Added WCC to pharmacy name; new start date changed to 1/15/2016; 7/24: New addition pharmacy for WCC |
| West | SEA | SAN DIEGO NMC | CHULA VISTA | CHULA VISTA TOC PHCY | 0540763 | 1851498612 | NAVY | NMW | CHULA VISTA | CA | LARGE MARKET | SAN D EGO | 0029 | 6215 | TRICARE OUTPATIENT-CHULA VISTA | CLINIC | 91911 | | | ACTIVE | 8/20/15: Added WCC to pharmacy name; new start date changed to 1/15/2016; 7/24: New addition pharmacy for WCC |
| West | SEB | SAN DIEGO NMC | EL CENTRO | EL CENTRO PHCY | 0524844 | 1720818776 | NAVY | NMW | EL CENTRO | CA | STAND ALONE | NONE | 0029 | 0029 | NBHC EL CENTRO | CLINIC | 92243 | | | ACTIVE | |
| West | BEWF | SAN DIEGO NMC | OCEANSIDE | OCEANSIDE TOC eRx WCC PHCY | 5655090 | 1750768990 | NAVY | NMW | OCEANSIDE | CA | LARGE MARKET | SAN D EGO | 0029 | 0029 | NMC SAN DIEGO | HOSP | 92056 | | | ACTIVE | 4/ 8/1 : DMIS changed from inactive facility 6216 to active facility 0029 - RVM; 8/20/15: Added WCC to pharmacy name; new start date changed to 1/15/2016; 7/24: New addition pharmacy for WCC |
| West | BEWF | SAN DIEGO NMC | OCEANSIDE | OCEANSIDE TOC WCC PHCY | 5655127 | 1821485145 | NAVY | NMW | OCEANSIDE | CA | LARGE MARKET | SAN D EGO | 0029 | 0029 | NMC SAN DIEGO | HOSP | 92056 | | | ACTIVE | 8/20/15: Added WCC to pharmacy name; new start date changed to 1/15/2016; 7/24: New addition pharmacy for WCC |
| West | BEWG | SAN DIEGO NMC | POINT MUGU | POINT MUGU WCC PHCY | 5655103 | 1506253907 | NAVY | NMW | POINT MUGU | CA | SMALL MARKET | OS ANGELES | 0024 | 0027 | NBHC NAS POINT MUGU | HOSP | 91042 | | | ACTIVE | 8/20/15: Added WCC to pharmacy name; new start date changed to 1/15/2016; 7/24: New addition pharmacy for WCC |
| West | BEWH | SAN DIEGO NMC | PORT HUENEME | DOD PT HUENEME WCC PHCY | 5655088 | 1033506431 | NAVY | NMW | PORT HUENEME | CA | STAND ALONE | NONE | 0024 | 0025 | NBHC PORT HUENEME | CLINIC | 91043 | YES | 8059826095 | ACTIVE | 8/20/15: Added WCC to pharmacy name; new start date changed to 1/15/2016; 7/24: New addition pharmacy for WCC |
| West | BEWH | SAN DIEGO NMC | PORT HUENEME | PT HUENEME WCC PHCY | 5655076 | 13105134717 | NAVY | NMW | PORT HUENEME | CA | STAND ALONE | NONE | 0024 | 0025 | NBHC PORT HUENEME | CLINIC | 91043 | | | ACTIVE | 8/20/15: Added WCC to pharmacy name; new start date changed to 1/15/2016; 7/24: New addition pharmacy for WCC |
| West | REC | SAN DIEGO NMC | STATION | SAN DG 32ND ST NS PHCY | 0528755 | 1124125984 | NAVY | NMW | SAN DIEGO | CA | LARGE MARKET | SAN D EGO | 0029 | 0701 | NBHC NAVSTA SAN DIEGO | CLINIC | 92136 | | | ACTIVE | 8/20/15: Added WCC to pharmacy name; new start date changed to 1/15/2016; 7/24: New addition pharmacy for WCC |
| West | REF | SAN DIEGO NMC | SAN DIEGO - CLAIREMONT | SAN DG CLAIREMONT TOC PHCY | 0540749 | 1942307707 | NAVY | NMW | CLAIREMONT | CA | LARGE MARKET | SAN D EGO | 0029 | 6207 | TRICARE OUTPATIENT-CLAIREMONT | CLINIC | 92123 | | | ACTIVE | |
| West | REF | SAN DIEGO NMC | SAN DIEGO - MCRO | SAN DG MCRO PHCY | 0528337 | 1730288788 | NAVY | NMW | MCRO | CA | LARGE MARKET | SAN D EGO | 0029 | 0029 | NBHC MCRO SAN DIEGO | CLINIC | 92140 | | | ACTIVE | |
| West | REH | SAN DIEGO NMC | SAN DIEGO - MIRAMAR | SAN DG MCRO PHCY | 0558832 | 1700245099 | NAVY | NMW | MIRAMAR | CA | LARGE MARKET | SAN D EGO | 0029 | 0212 | BMC MCAS MIRAMAR | CLINIC | 92145 | | | ACTIVE | 2/22/16: New San Diego MCM X4 rampar PHCY opening in Jun/Jul 2016 - RVM |
| West | REH | SAN DIEGO NMC | SAN DIEGO - MIRAMAR | SAN DG MIRAMAR PHCY | 0528123 | 1912009566 | NAVY | NMW | MIRAMAR | CA | LARGE MARKET | SAN D EGO | 0029 | 6232 | BMC MCAS MIRAMAR | CLINIC | 92145 | | | ACTIVE | |
| West | REK | SAN DIEGO NMC | SAN DIEGO - NAVEX (32ND ST) | SAN DG NAVEX 32ND ST PHCY | 0527967 | 1009513059 | NAVY | NMW | SAN DIEGO | CA | LARGE MARKET | SAN D EGO | 0029 | 0029 | NMC SAN DIEGO | HOSP | 92136 | | | ACTIVE | 1/25/1 : Updated CCL Pharmacy Name to match name in NCPDP - RVM |
| West | REH | SAN DIEGO NMC | SAN DIEGO - NORTH ISLAND | SAN DG NORTH ISLAND PHCY | 0528801 | 1821197872 | NAVY | NMW | NORTH ISLAND | CA | LARGE MARKET | SAN D EGO | 0029 | 0231 | NBHC NAS NORTH ISLAND | CLINIC | 92135 | | | ACTIVE | |
| West | REH | SAN DIEGO NMC | SAN DIEGO - NTC | SAN DG NTC PHCY | 0528767 | 1033216890 | NAVY | NMW | SAN DIEGO | CA | LARGE MARKET | SAN D EGO | 0029 | 0407 | NBHC NTC SAN DIEGO | CLINIC | 92106 | | | ACTIVE | |
| West | REN | SAN DIEGO NMC | SAN DIEGO - SANTEE | SAN DG SANTEE PHCY | 5623435 | 1407927494 | NAVY | NMW | SAN DIEGO | CA | LARGE MARKET | SAN D EGO | 0029 | 0029 | NMC SAN DIEGO | HOSP | 92071 | | | ACTIVE | |
| West | RET | SAN DIEGO NMC | SAN DIEGO - TOC EL | SAN DG TOC EL PHCY | 5645794 | 1699120005 | NAVY | NMW | SAN DIEGO | CA | LARGE MARKET | SAN D EGO | 0029 | 0410 | NMC SAN DIEGO | HOSP | 91941 | | | ACTIVE | |
| West | REP | SAN DIEGO NMC | SAN DIEGO - TOC RB | SAN DG TOC RB PHCY | 5645760 | 1860766499 | NAVY | NMW | SAN DIEGO | CA | LARGE MARKET | SAN D EGO | 0029 | 0409 | NMC SAN DIEGO | HOSP | 92128 | | | ACTIVE | |
| West | REP | SAN DIEGO NMC | SAN DIEGO - TOC RB | SAN DG TOC RB PHCY | 5651838 | 1366856437 | NAVY | NMW | SAN DIEGO | CA | LARGE MARKET | SAN D EGO | 0029 | 0029 | NMC SAN DIEGO | HOSP | 92134 | YES | 7607763-1024 | ACTIVE | 1/26/2017: Changed fax number to 760-763-1024 per Dr. Vancheri (Rose) - RVM |
| West | SEP | SAN DIEGO NMC | SAN DIEGO NMC | SAN DG CENTRAL REFILL PHCY | 5659442 | 1952765125 | NAVY | NMW | SAN DIEGO | CA | LARGE MARKET | SAN D EGO | 0029 | 0029 | NMC SAN DIEGO | HOSP | 92134 | | | ACTIVE | 12/14/17: Site initially added as a Camp Pendleton site but recently changed to fall under San Diego - RVM; 4/16/16: New MTF pharmacy |
| West | SEP | SAN DIEGO NMC | SAN DIEGO NMC | SAN DG DG MCRO PHCY | 0529606 | 1454750405 | NAVY | NMW | SAN DIEGO | CA | LARGE MARKET | SAN D EGO | 0029 | 0029 | NMC SAN DIEGO | HOSP | 92134 | | | ACTIVE | |
| West | SEP | SAN DIEGO NMC | SAN DIEGO NMC | SAN DG HEM ONC PHCY | 5651802 | 1265846323 | NAVY | NMW | SAN DIEGO | CA | LARGE MARKET | SAN D EGO | 0029 | 0029 | NMC SAN DIEGO | HOSP | 91941 | | | ACTIVE | 1/25/1 : Updated CCL Pharmacy Name to match name in NCPDP - RVM; NEW: USING NCPDP/NPI PREVIOUSLY SPARE AND LABELED FOR CLAIREMONT |
| West | SEP | SAN DIEGO NMC | SAN DIEGO NMC | SAN DG INT MED NMCSD PHCY | 0530368 | 1255432023 | NAVY | NMW | SAN DIEGO | CA | LARGE MARKET | SAN D EGO | 0029 | 0029 | NMC SAN DIEGO | HOSP | 92134 | | | ACTIVE | |
| West | SEP | SAN DIEGO NMC | SAN DIEGO NMC | SAN DG MTD LOCAL PHCY | 0588597 | 1205998101 | NAVY | NMW | SAN DIEGO | CA | LARGE MARKET | SAN D EGO | 0029 | 0029 | NMC SAN DIEGO | HOSP | 92134 | | | ACTIVE | |
| West | SEP | SAN DIEGO NMC | SAN DIEGO NMC | SAN DG NMC PHCY PARENT | 0520862 | 1750480794 | NAVY | NMW | SAN DIEGO | CA | LARGE MARKET | SAN D EGO | 0029 | 0029 | NMC SAN DIEGO | HOSP | 92134 | | | ACTIVE | 1/25/17: Updated CCL Pharmacy Name to match name in NCPDP - RVM |
| West | BEWP | SAN DIEGO NMC | TEMECULA | DOD TEMECULA NMC ePhcy | 5666702 | 1992298764 | NAVY | NMW | TEMECULA | CA | LARGE MARKET | SAN D EGO | 0024 | 1412 | NBHC TEMECULA | CLINIC | 92590 | YES | 9513082298 | ACTIVE | 6/ 8/18: Per Roger/Rose, change site from Camp Pendleton to Temecula and chain code; 6/14/18: New MTF - RVM |
| West | BEWP | SAN DIEGO NMC | TEMECULA | TEMECULA NBHC PHCY | 5666714 | 1912490780 | NAVY | NMW | TEMECULA | CA | LARGE MARKET | SAN D EGO | 0024 | 1412 | NBHC TEMECULA | CLINIC | 92590 | | | ACTIVE | 6/ 8/18: Per Roger/Rose, change site from Camp Pendleton to Temecula and chain code; 6/14/18: New MTF - RVM |
| West | BEWK | SAN DIEGO NMC | TWENTY-NINE PALMS | 29 PALMS MAIN WCC PHCY | 5654923 | 1024540578 | NAVY | NMW | TWENTY-NINE PALMS | CA | STAND ALONE | NONE | 0030 | 0030 | NH TWENTYNINE PALMS | HOSP | 92278 | YES | 7608 02131 | ACTIVE | 8/20/15: Added WCC to pharmacy name; new start date changed to 1/15/2016; 7/24: New addition pharmacy for WCC |
| West | BEWK | SAN DIEGO NMC | TWENTY-NINE PALMS | 29 PALMS WCC WCC PHCY | 5654884 | 1326453124 | NAVY | NMW | TWENTY-NINE PALMS | CA | STAND ALONE | NONE | 0030 | 0030 | NH TWENTYNINE PALMS | HOSP | 92278 | | | ACTIVE | 8/20/15: Added WCC to pharmacy name; new start date changed to 1/15/2016; 7/24: New addition pharmacy for WCC |
| West | BEWK | SAN DIEGO NMC | TWENTY-NINE PALMS | 29 PALMS REFILL WCC PHCY | 5654935 | 1386031029 | NAVY | NMW | TWENTY-NINE PALMS | CA | STAND ALONE | NONE | 0030 | 0030 | NH TWENTYNINE PALMS | HOSP | 92278 | | | ACTIVE | 8/20/15: Added WCC to pharmacy name; new start date changed to 1/15/2016; 7/24: New addition pharmacy for WCC |
| West | BEWH | SAN DIEGO NMC | YUMA | DOD YUMA WCC PHCY | 0359681 | 1942697885 | NAVY | NMW | YUMA | AZ | STAND ALONE | NONE | 0024 | 0259 | BMC YUMA | CLINIC | 85369 | YES | 9282698090 | ACTIVE | 8/20/15: Added WCC to pharmacy name; new start date changed to 1/15/2016; 7/24: New addition pharmacy for WCC |
| East | SDA | SCOTT | SCOTT | DOD SCOTT PHCY | 1489271 | 1796109049 | AIR FORCE | AMC | SCOTT | IL | STAND ALONE | NONE | 0055 | 0055 | AF-C-375th MEDGRP-SCOTT | CLINIC | 62225 | YES | 6182567133 | ACTIVE | |

SECTION J
ATTACHMENT J-4 Military Treatment Facility (MTF) Sites

| REGION | DOD CHAIN CODE | CHCS HOST NAME | SITE NAME | POTS PHARMACY NAME | NCPPD | NPI | SERVICE BRANCH | SERVICE COMMAND | PHARMACY CITY | PHARMACY STATE | MTF MARKET TYPE | MTF MARKET NAME | Parent DMSIS ID | DMSIS ID | DMSIS Facility Name | FACILITY TYPE CODE | ZIP CODE | PHX SITE? | PHX FAX NUMBER | STATUS | PASS COMMENTS |
|---------|----------------|------------------|--------------------|--------------------------------|---------|------------|----------------|-----------------|--------------------|----------------|-----------------|-----------------------|-----------------|----------|--------------------------------|--------------------|----------|------------|----------------|--------|--|
| East | ANB | SHEPPARD | SHEPPARD | SHEPPARD OP PHCY | 4510609 | 1568561785 | AIR FORCE | AETC | SHEPPARD | TX | SMALL MARKET | CENTRAL OKLAHOMA | 01113 | 01113 | AF-C-82nd MEDGRP-SHEPPARD | CLINIC | 76111 | | | ACTIVE | |
| East | ANB | SHEPPARD | SHEPPARD | SHEPPARD SATL PHCY | 4510702 | 1447359600 | AIR FORCE | AETC | SHEPPARD | TX | SMALL MARKET | CENTRAL OKLAHOMA | 01113 | 01113 | AF-C-82nd MEDGRP-SHEPPARD | CLINIC | 76111 | | | ACTIVE | |
| Europe | EB4 | SIGONELLA | BAHRAIN | BAHRAIN EMC PHCY | 8110811 | 1065894061 | NAVY | NME | BAHRAIN | AE | DHR EUROPE | MEDITERRANEAN/BAHRAIN | 0624 | 1170 | NHRC NSA BAHRAIN | CLINIC | 09859 | | | ACTIVE | |
| Europe | EB4 | SIGONELLA | BAHRAIN | BAHRAIN PHCY | 8110102 | 1497834600 | NAVY | NME | BAHRAIN | AE | DHR EUROPE | MEDITERRANEAN/BAHRAIN | 0624 | 1170 | NHRC NSA BAHRAIN | CLINIC | 09834 | | | ACTIVE | |
| Europe | EMA | SIGONELLA | SIGONELLA | SIGONELLA FLIGHT LINE PHCY | 8110455 | 1285703355 | NAVY | NME | SIGONELLA | AE | DHR EUROPE | MEDITERRANEAN/BAHRAIN | 0624 | 0624 | NH SIGONELLA | HOSP | 09636 | | | ACTIVE | |
| Europe | EMA | SIGONELLA | SIGONELLA | SIGONELLA MAIN PHCY | 8110467 | 1083783161 | NAVY | NME | SIGONELLA | AE | DHR EUROPE | MEDITERRANEAN/BAHRAIN | 0624 | 0624 | NH SIGONELLA | HOSP | 09636 | | | ACTIVE | |
| Europe | EMB | SIGONELLA | SOUDA BAY | SOUDA BAY PHCY | 8110126 | 1104995331 | NAVY | NME | SOUDA BAY | AE | DHR EUROPE | MEDITERRANEAN/BAHRAIN | 0624 | 2858 | BMC NAVSUPPACT SOUDA BAY | CLINIC | 09865 | | | ACTIVE | |
| East | SPA | TINKER | TINKER | DOD TINKER PHCY | 3728207 | 1568877702 | AIR FORCE | APFC | TINKER | OK | STAND ALONE | NONE | 0096 | 0096 | AF-C-72nd MEDGRP-TINKER | CLINIC | 73145 | YES | 4057 62890 | ACTIVE | |
| East | SPA | TINKER | TINKER | TINKER PHCY | 3722217 | 1245337096 | AIR FORCE | APFC | TINKER | OK | STAND ALONE | NONE | 0096 | 0096 | AF-C-72nd MEDGRP-TINKER | CLINIC | 73145 | | | ACTIVE | |
| West | DBD | TRAVIS | BEALE | BEALE MAIN PHCY | 0546373 | 1790884740 | AIR FORCE | ACC | BEALE | CA | STAND ALONE | NONE | 0015 | 0015 | AF-C-9th MEDGRP-BEALE | CLINIC | 95903 | | | ACTIVE | |
| West | DBB | TRAVIS | BEALE | DOD BEALE PHCY | 0562537 | 1518366574 | NAVY | NME | BEALE | CA | STAND ALONE | NONE | 0015 | 0015 | AF-C-9th MEDGRP-BEALE | CLINIC | 95903 | YES | 5306344653 | ACTIVE | |
| West | DBD | TRAVIS | MONTEREY | DOD MONTEREY PHCY | 0565173 | 1770997124 | ARMY | RHC-P | MONTEREY | CA | STAND ALONE | NONE | 0125 | 0247 | AHC MONTEREY | CLINIC | 93944 | YES | 8312425809 | ACTIVE | |
| West | DBD | TRAVIS | MONTEREY | MONTEREY MD PHCY | 0637814 | 1902123243 | ARMY | RHC-P | MONTEREY | CA | STAND ALONE | NONE | 0125 | 0247 | AHC MONTEREY | CLINIC | 93944 | | | ACTIVE | |
| West | DBD | TRAVIS | MONTEREY | MONTEREY PHCY PRESIDIO OF | 0546424 | 1962501916 | ARMY | RHC-P | MONTEREY | CA | STAND ALONE | NONE | 0125 | 0247 | AHC MONTEREY | CLINIC | 93944 | | | ACTIVE | 1/25/1: Updated CCL Pharmacy Name to match name in NCPPD - RVM |
| West | DBF | TRAVIS | TRAVIS | DOD TRAVIS PHCY | 0561559 | 1043623681 | AIR FORCE | AMC | TRAVIS | CA | LARGE MARKET | SACRAMENTO | 0014 | 0014 | AF-HC-60th MEDGRP-TRAVIS | HOSP | 94535 | YES | 7074237994 | ACTIVE | 9/11/17: updated fax number RVM |
| West | DBF | TRAVIS | TRAVIS | TRAVIS TEST FLY OP PHCY | 0550269 | 1538167982 | AIR FORCE | AMC | TRAVIS | CA | LARGE MARKET | SACRAMENTO | 0014 | 0014 | AF-HC-60th MEDGRP-TRAVIS | HOSP | 94535 | | | ACTIVE | |
| West | DBF | TRAVIS | TRAVIS | TRAVIS BX OP PHCY | 0550029 | 1942309919 | AIR FORCE | AMC | TRAVIS | CA | LARGE MARKET | SACRAMENTO | 0014 | 0014 | AF-HC-60th MEDGRP-TRAVIS | HOSP | 94535 | | | ACTIVE | |
| West | DBF | TRAVIS | TRAVIS | TRAVIS NO NEW REFILL PHCY | 0549761 | 1265531222 | AIR FORCE | AMC | TRAVIS | CA | LARGE MARKET | SACRAMENTO | 0014 | 0014 | AF-HC-60th MEDGRP-TRAVIS | HOSP | 94535 | | | ACTIVE | 1/25/17: Updated CCL Pharmacy Name to match name in NCPPD - RVM |
| West | PHI | TRIPLER | BARBERS PT | BARBERS PT PHCY | 1204104 | 1700985322 | NAVY | NMW | HONOLULU | HI | LARGE MARKET | HAWAII | 7043 | 7043 | USCG CLINIC BARBERS POINT | CLINIC | 96701 | | | ACTIVE | |
| West | PKJ | TRIPLER | CAMP SMITH | CAMP SMITH PHCY | 1214928 | 1134519337 | NAVY | NMW | CAMP SMITH | HI | LARGE MARKET | HAWAII | 0287 | 0287 | NHRC HCS CAMP P H SMITH | CLINIC | 96861 | | | ACTIVE | 8/ 0/15: Rose ver filed with LT William Agbo <w. lliam agbo@med.navy.mil> that pharmacy is active RVM |
| West | PKA | TRIPLER | HICKAM | DOD HICKAM PHCY | 1214149 | 1629482062 | AIR FORCE | PACAF | HICKAM | HI | LARGE MARKET | HAWAII | 0287 | 0287 | AF-C-15th MEDGRP 3BHP-HICKAM | CLINIC | 96853 | YES | 8084486740 | ACTIVE | |
| West | PKA | TRIPLER | HICKAM | HICKAM PHCY | 1203900 | 1649379322 | AIR FORCE | PACAF | HICKAM | HI | LARGE MARKET | HAWAII | 0287 | 0287 | AF-C-15th MEDGRP 3BHP-HICKAM | CLINIC | 96853 | | | ACTIVE | |
| West | PKB | TRIPLER | HONOLULU | HONOLULU VA PHCY MAIN | 1204229 | 1801995436 | ARMY | RHC-P | HONOLULU | HI | LARGE MARKET | HAWAII | 0052 | 0052 | AMC TRIPLER-SHAFER | HOSP | 96859 | | | ACTIVE | 4/ 8/17: Changed inactive dmsi facility 6513 to active dmsi fac lity 0052 - RVM |
| West | PKB | TRIPLER | KANEHOE BAY | DOD KANEHOE BAY PHCY | 1251467 | 1558773369 | NAVY | NMW | KANEHOE BAY | HI | LARGE MARKET | HAWAII | 0280 | 0280 | BMC MCAS KANEHOE BAY | CLINIC | 96744 | YES | 8082571326 | ACTIVE | 1/26/2017: Changed fax number from 8082571326 to 8082571326 per Rose documentation - RVM |
| West | PKB | TRIPLER | KANEHOE BAY | KANEHOE BAY PHCY | 1204091 | 1891894416 | NAVY | NMW | KANEHOE BAY | HI | LARGE MARKET | HAWAII | 0280 | 0280 | BMC MCAS KANEHOE BAY | CLINIC | 96863 | | | ACTIVE | |
| West | PKD | TRIPLER | PEARL HARBOR | DOD PEARL HARBOR MAHALAPA PHCY | 1214193 | 1588079206 | NAVY | NMW | PEARL HARBOR | HI | LARGE MARKET | HAWAII | 0280 | 0280 | NHC HAWAII | CLINIC | 96860 | YES | 8084730479 | ACTIVE | |
| West | PKD | TRIPLER | PEARL HARBOR | PEARL HARBOR MAHALAPA PHCY | 1204089 | 1080773506 | NAVY | NMW | PEARL HARBOR | HI | LARGE MARKET | HAWAII | 0280 | 0280 | NHC HAWAII | CLINIC | 96860 | | | ACTIVE | |
| West | PKF | TRIPLER | SCHOFIELD BARRACKS | DOD SCHOFIELD PHCY | 1214158 | 1072919348 | ARMY | RHC-P | SCHOFIELD BARRACKS | HI | LARGE MARKET | HAWAII | 0052 | 0437 | DESMOND DOSS-SCHOFIELD BARRACK | CLINIC | 96857 | YES | 8084338417 | ACTIVE | |
| West | PKF | TRIPLER | SCHOFIELD BARRACKS | SCHOFIELD PHCY | 1203948 | 1558460238 | ARMY | RHC-P | SCHOFIELD BARRACKS | HI | LARGE MARKET | HAWAII | 0052 | 0437 | DESMOND DOSS-SCHOFIELD BARRACK | CLINIC | 96857 | | | ACTIVE | |
| West | PKF | TRIPLER | TRIPLER | DOD TRIPLER PHCY | 1214155 | 1902218423 | ARMY | RHC-P | TRIPLER | HI | LARGE MARKET | HAWAII | 0052 | 0052 | AMC TRIPLER-SHAFER | HOSP | 96859 | YES | 8084339054 | ACTIVE | |
| West | PKF | TRIPLER | TRIPLER | DOD TRIPLER WARRIOR OHANA PHCY | 1214107 | 1245626056 | ARMY | RHC-P | KAPOLEI | HI | LARGE MARKET | HAWAII | 0052 | 6120 | CBMH WARRIOR OHANA-SHAFTER | HOSP | 96859 | YES | 8086824002 | ACTIVE | New January 2015 |
| West | PKF | TRIPLER | TRIPLER | TRIPLER CBPC WO CALL-IN PHCY | 1240706 | 1588944821 | ARMY | RHC-P | KAPOLEI | HI | LARGE MARKET | HAWAII | 0052 | 6120 | CBMH WARRIOR OHANA-SHAFTER | CLINIC | 96707 | | | ACTIVE | |
| West | PKF | TRIPLER | TRIPLER | TRIPLER CBPC WO PHCY | 1140629 | 1235436726 | ARMY | RHC-P | KAPOLEI | HI | LARGE MARKET | HAWAII | 0052 | 6120 | CBMH WARRIOR OHANA-SHAFTER | CLINIC | 96707 | | | ACTIVE | |
| West | PKF | TRIPLER | TRIPLER | TRIPLER HEM ONC PHCY | 1203998 | 1467551143 | ARMY | RHC-P | TRIPLER | HI | LARGE MARKET | HAWAII | 0052 | 0052 | AMC TRIPLER-SHAFTER | HOSP | 96859 | | | ACTIVE | 1/25/17: Updated CCL Pharmacy Name to match name in NCPPD - RVM |
| West | PKF | TRIPLER | TRIPLER | TRIPLER MAIN OP PHCY | 1210467 | 1548369234 | ARMY | RHC-P | TRIPLER | HI | LARGE MARKET | HAWAII | 0052 | 0052 | AMC TRIPLER-SHAFTER | HOSP | 96859 | | | ACTIVE | |
| West | PKF | TRIPLER | TRIPLER | TRIPLER NEX PHCY | 1204356 | 1699874214 | ARMY | RHC-P | TRIPLER | HI | LARGE MARKET | HAWAII | 0052 | 0052 | AMC TRIPLER-SHAFTER | HOSP | 96859 | | | ACTIVE | |
| West | PKF | TRIPLER | TRIPLER | TRIPLER REFILL PHCY | 1204015 | 1376642058 | ARMY | RHC-P | TRIPLER | HI | LARGE MARKET | HAWAII | 0052 | 0052 | AMC TRIPLER-SHAFTER | HOSP | 96859 | | | ACTIVE | |
| West | PKG | TRIPLER | WAHIAWA | WAHIAWA ANNEX PHCY | 1204231 | 1902884577 | NAVY | NMW | WAHIAWA | HI | LARGE MARKET | HAWAII | 0280 | 0284 | NHRC NAVCAMS EASTPAC | CLINIC | 96786 | | | ACTIVE | 8/ 0/15: Rose ver filed with LT William Agbo <w. lliam agbo@med.navy.mil> that pharmacy is active RVM |
| East | 4HA | TYNDALL | TYNDALL | DOD TYNDALL PHCY | 5722132 | 1962801938 | AIR FORCE | ACC | TYNDALL | FL | LARGE MARKET | FLORIDA PANHANDLE | 0043 | 0043 | AF-C-325th MEDGRP-TYNDALL | CLINIC | 32403 | YES | 8502837013 | ACTIVE | 5/21/19: Fax update RVM; 9/1/17: updated fax number RVM |
| East | 4HA | TYNDALL | TYNDALL | TYNDALL MAIN PROVIDER PHCY | 1075286 | 1386708030 | AIR FORCE | ACC | TYNDALL | FL | LARGE MARKET | FLORIDA PANHANDLE | 0043 | 0043 | AF-C-325th MEDGRP-TYNDALL | CLINIC | 32403 | 10/10/2000 | 4/6/2007 | ACTIVE | 7/8/16: TYNDALL SATL PHCY change name to TYNDALL MAIN PROVIDER PHCY NCPPD 1075286 NPI 1386708030 moved f om next ver tab to active th s NCPPD has been ass gned th s change a pe l tCol Fa ley |
| East | 4HA | TYNDALL | TYNDALL | TYNDALL SATL PHCY | 1092232 | 1285733907 | AIR FORCE | ACC | TYNDALL AFB | FL | LARGE MARKET | FLORIDA PANHANDLE | 0043 | 0043 | AF-C-325th MEDGRP-TYNDALL | CLINIC | 32403 | | | ACTIVE | 9/28/2016: TYNDALL HOSPITAL PHCY change name to TYNDALL SATL PHCY NCPPD 092232 NPI 1285733907 This change is per LtCol Failey |
| East | 6QA | VANCE | VANCE | DOD VANCE PHCY | 3728233 | 1962818336 | AIR FORCE | AETC | VANCE | OK | STAND ALONE | NONE | 0338 | 0338 | AF-C-71st MEDGRP-VANCE | CLINIC | 73705 | YES | 5802135169 | ACTIVE | |
| East | 6QA | VANCE | VANCE | VANCE PHCY 71ST MDG | 3722267 | 1710086079 | AIR FORCE | AETC | VANCE | OK | STAND ALONE | NONE | 0338 | 0338 | AF-C-71st MEDGRP-VANCE | CLINIC | 73705 | | | ACTIVE | |
| West | 9FA | VANDENBERG | VANDENBERG | DOD VANDENBERG PHCY | 0552044 | 1040626419 | AIR FORCE | AFSPC | VANDENBERG | CA | STAND ALONE | NONE | 0018 | 0018 | AF-C-30th MEDGRP-VANDENBERG | CLINIC | 93437 | YES | 8056056380 | ACTIVE | |
| West | 9FA | VANDENBERG | VANDENBERG | VANDENBERG PHCY | 0549759 | 1679670434 | AIR FORCE | AFSPC | VANDENBERG | CA | STAND ALONE | NONE | 0018 | 0018 | AF-C-30th MEDGRP-VANDENBERG | CLINIC | 93437 | | | ACTIVE | |
| West | 7YA | WARREN | WARREN | DOD FE WARREN PHCY | 5204540 | 1578979688 | AIR FORCE | AFSCG | FE WARREN | WY | STAND ALONE | NONE | 0129 | 0129 | AF-C-90th MEDGRP-FE WARREN | CLINIC | 82005 | YES | 3077734589 | ACTIVE | |
| West | 7YA | WARREN | WARREN | FE WARREN PHCY | 5203625 | 1578662516 | AIR FORCE | AFSCG | FE WARREN | WY | STAND ALONE | NONE | 0129 | 0129 | AF-C-90th MEDGRP-FE WARREN | CLINIC | 82005 | | | ACTIVE | |
| East | 1NB | WEST POINT | FT. HAMILTON | HAMILTON PHCY | 3308120 | 1912006362 | ARMY | RHC-A | FT. HAMILTON | NY | SMALL MARKET | WEST POINT | 0086 | 0086 | AHC KELLER-WEST POINT | HOSP | 11252 | | | ACTIVE | 7/12/2017: Per Roger Williams service command changed from NRMHC to RHC-A - RVM; 4/18/17: Changed inactive dmsi fac lity 0438 to active facility 0086 - RVM |
| East | 1NA | WEST POINT | WEST POINT | DOD WEST PT PHCY | 5810862 | 1497160113 | ARMY | RHC-A | WEST POINT | NY | SMALL MARKET | WEST POINT | 0086 | 0086 | AHC KELLER-WEST POINT | HOSP | 10996 | YES | 8459 82261 | ACTIVE | |
| East | 1NA | WEST POINT | WEST POINT | WEST PT CADET HC PHCY | 3308221 | 1174622542 | ARMY | RHC-A | WEST POINT | NY | SMALL MARKET | WEST POINT | 0086 | 1815 | THC MCLOGNE-WEST POINT | CLINIC | 10996 | | | ACTIVE | |
| East | 1NA | WEST POINT | WEST POINT | WEST PT MAIN PHCY | 3308144 | 1421157982 | ARMY | RHC-A | WEST POINT | NY | SMALL MARKET | WEST POINT | 0086 | 0086 | AHC KELLER-WEST POINT | HOSP | 10996 | | | ACTIVE | |
| West | 7ZA | WHITEMAN | WHITEMAN | DOD WHITEMAN PHCY | 2641973 | 1225444334 | AIR FORCE | AFSCG | WHITEMAN | MO | STAND ALONE | NONE | 0076 | 0076 | AF-C-509th MEDGRP-WHITEMAN | CLINIC | 65305 | YES | 5606871878 | ACTIVE | |
| West | 7ZA | WHITEMAN | WHITEMAN | WHITEMAN PHCY | 2632897 | 1518066943 | AIR FORCE | AFSCG | WHITEMAN | MO | STAND ALONE | NONE | 0076 | 0076 | AF-C-509th MEDGRP-WHITEMAN | CLINIC | 65305 | | | ACTIVE | |
| East | SEA | WRIGHT PATTERSON | WRIGHT PATTERSON | DOD WH-PAT KITTYHAWK PHCY | 3682211 | 1497163679 | AIR FORCE | AFPC | WRIGHT PATTERSON | OH | STAND ALONE | NONE | 0095 | 0095 | AF-HC-88th MEDGRP-WRIGHT-PAT | HOSP | 45433 | YES | 9376561136 | ACTIVE | 1/25/17: Updated CCL Pharmacy Name to match name in NCPPD - RVM |
| East | SEA | WRIGHT PATTERSON | WRIGHT PATTERSON | WRIGHT KITTYHAWK PHCY | 3666875 | 1588965833 | AIR FORCE | AFPC | WRIGHT PATTERSON | OH | STAND ALONE | NONE | 0095 | 0095 | AF-HC-88th MEDGRP-WRIGHT-PAT | HOSP | 45433 | | | ACTIVE | 1/25/17: Updated CCL Pharmacy Name to match name in NCPPD - RVM |
| East | SEA | WRIGHT PATTERSON | WRIGHT PATTERSON | WRPAT TELEPHONE CONSULT PHCY | 3666863 | 1932208287 | AIR FORCE | AFPC | WRIGHT PATTERSON | OH | STAND ALONE | NONE | 0095 | 0095 | AF-HC-88th MEDGRP-WRIGHT-PAT | HOSP | 45433 | | | ACTIVE | 1/25/17: Updated CCL Pharmacy Name to match name in NCPPD - RVM |
| Pac f/c | PH4 | YOKOSUKA | ATSUGI | ATSUGI PHCY | 8210154 | 1209505346 | NAVY | NMW | ATSUGI | AP | DHR PACIFIC | APAN | 0622 | 0853 | NHRC NAF ATSUGI | CLINIC | 96306 | | | ACTIVE | |
| Pac f/c | PHK | YOKOSUKA | CAMP FUJI | CAMP FUJI BMC PHCY | 8210419 | 1164591251 | NAVY | NMW | CAMP FUJI | AP | DHR PACIFIC | APAN | 0622 | 0873 | BMA CAMP FUJI | CLINIC | 96387 | | | ACTIVE | |
| Pac f/c | PHB | YOKOSUKA | CAMP ZAMA | CAMP ZAMA MAIN PHCY | 8210128 | 1487723516 | ARMY | RHC-P | CAMP ZAMA | AP | DHR PACIFIC | APAN | 0610 | 0610 | AHC BG CRAWFORD SAMS-CAMP ZAMA | CLINIC | 96338 | | | ACTIVE | |
| Pac f/c | PHK | YOKOSUKA | DIEGO GARCIA | DIEGO GARCIA HS PHCY | 8210407 | 1306943162 | NAVY | NMW | DIEGO GARCIA | AP | DHR PACIFIC | APAN | 0622 | 0622 | NHRC NSG DIEGO GARCIA | CLINIC | 96395 | | | ACTIVE | |
| Pac f/c | PH4 | YOKOSUKA | IWAKUNI | IWAKUNI BMC MCAS PHCY | 8210142 | 1265501399 | NAVY | NMW | IWAKUNI | AP | | | | | | | | | | | |

SECTION J
ATTACHMENT J-5 - Award Fee Plan
Version 1.0 June 2020

1. PURPOSE. This Award Fee Plan (AFP) establishes the organization, responsibilities, processes, criteria, and rating standards which will be used in administering contract Section H.7., Award Fee.

2. SCOPE. This AFP, in conjunction with the assessment of the Award Fee Board (AFB), will be considered by the Award Fee Determining Official (AFDO) in determining the award fee amount.

3. DEFINITIONS.

“Award Fee” (AF) is a dollar amount that the Contractor may earn in whole or in part, from the available Award Fee Pool, based on Government-developed and administered award fee criteria and other data as appropriate to motivate and reward the Contractor for contract performance excellence. The amount of the AF to be paid is based upon the Government's subjective evaluation of established award fee criteria. The methodology for determining the AF and the AF amount earned are unilateral decisions, made solely at the discretion of the Government.

“Award Fee Pool” is the maximum total dollar amount available at the end of each period, as specified in the contract schedule, that the Contractor may earn and be awarded. Since the AF must be earned, the Contractor begins each evaluation period with 0% of the available award fee and may earn up to the maximum available award fee for each evaluation period.

4. ORGANIZATION.

4.1. The AF is administered by Government personnel within the Defense Health Agency. The assigned personnel may change from time-to-time; however, the organization and responsibilities described herein are expected to continue during the term of this contract.

4.2. The AFDO is the individual responsible for administering the AF process and making the final determination regarding the amount of the AF earned by the Contractor during the evaluation period. The AFDO for this contract will be the Chief, Pharmaceutical Operations Division, Defense Health Agency.

4.3. The AFB will be comprised of the following personnel. All voting members will have an equal vote in determining the recommended award fee. Membership is based on position and is not delegable.

| | |
|---------------------|--|
| Chairperson | Chief, Purchased Care Branch, Pharmacy Operations Division |
| Member and Recorder | Contracting Officer (CO) |
| Member | Contracting Officer Representative (COR), Operations |
| Member | COR, Clinical |
| Member | POD, Subject Matter Expert |
| Legal Advisor | DHA Office of General Counsel (non-voting) |

SECTION J
ATTACHMENT J-5 - Award Fee Plan
Version 1.0 June 2020

5. RESPONSIBILITIES.

5.1. The AFDO is responsible for determining the final amount of AF based on this AFP, the recommendations and findings of the AFB, information of which the AFDO is aware, as well as other mitigating factors. The AFDO will attend AFB meetings as a non-voting member in order to hear reports and briefings first hand and participate in discussions. The AFDO, in coordination with the CO, should notify and debrief the Contractor of the earned award fee and the basis for the decision.

5.2. The AFB Chairperson is responsible for ensuring the integrity of the process; managing the AFB; ensuring training of all AFB participants; and ensuring all relevant information and documentation is provided to the AFB. The AFB Chairperson will chair AFB meetings and brief attendees on relevant performance reports, surveys, and data. AFB Chairperson is responsible for coordinating recommended changes to the AFP.

5.3. The CO shall have administrative responsibility for managing the award fee process in accordance with applicable policy and guidance and shall serve as the official recorder to AFB. The CO is the liaison between the Government and the Contractor. The CO receives contractor submitted self-assessments, coordinates the written notice of the award fee determination, to include the basis for the determination, and coordinates any Contractor debriefing with the AFDO.

5.4. The COR, Operations, is responsible for scheduling and arranging all AFB meetings. The COR will compile any AFB requested information, documentation, and data, together with appropriate subjective evaluations and recommendations of subject matter experts for presentation to the AFB and the AFDO.

5.5. The AFB is responsible for reviewing and evaluating information presented for review, plus any mitigating factors, and making AF recommendations for the consideration of the AFDO. The AFB will ensure that the AF recommendations accurately reflect the subjective evaluation and analysis of the information presented for review by the AFB and are in accordance with this AFP and the Award Fee Rating Standards (see Section 9 of this AFP). The deliberations and recommendations of the AFB shall be recorded and maintained as part of the contract file.

5.6. The Legal Advisor is a non-voting member of the AFB and will provide advice to the AFB and AFDO and review all documents created for legal sufficiency prior to their release.

6. AWARD FEE PROCESS.

6.1. The AF periods and the Award Fee Pool available for each AF period are defined at Sub-Line Item Number (SLIN) X018AA and X018AB of the contract Schedule B, subject to the exercise of the options.

SECTION J
ATTACHMENT J-5 - Award Fee Plan
Version 1.0 June 2020

6.2. The maximum Award Fee Pool available shall be the amount stated in Schedule B. Unearned portions of the Award Fee Pool shall **NOT** “roll over” or be available for any future award fee period.

6.3. The contractor may provide written self-assessments for the consideration of the AFB and AFDO. Any Contractor self-assessment shall be submitted to the CO within 20 calendar days following the end of the evaluation period. The Contractor may submit written information of its choice for the Government’s consideration, within the page limitations stated herein. However, the AFB and AFDO will not consider Contractor submitted surveys or survey results. The rating and amount of award fee earned is at the sole discretion of the AFB and AFDO. The rating and amount of award fee are not subject to dispute by the Contractor.

6.3.1. Contractor self-assessments for each AF period shall not exceed 20 pages total and should address each of the AF criteria stated in the AFP separately (see Section 8 of this AFP).

6.4. The AFB will meet no later than 70 calendar days following the end of each award fee period to make its award fee recommendations for the consideration of the AFDO.

6.4.1. When determining its award fee recommendations for each evaluation period, The AFB will consider the results of Government-conducted Beneficiary Satisfaction Surveys, information provided by the AFB Chairperson regarding the Contractor’s performance, any Contractor submitted self-assessment, and all other information the AFB deems appropriate in preparing and recording its recommendations and rationale for each Award Fee Criteria.

6.5. The AFDO will issue an award fee determination within 10 calendar days following the AFB meeting. When determining the award fee, the AFDO will consider the AFP, the recommendations of the AFB, and all other information the AFDO deems appropriate, except that AFDO will not consider any survey results provided by the Contractor. When issuing the award fee determination, the AFDO shall include the rationale for the determination decision. This rationale shall be shared with the Contractor.

6.6. The Contracting Officer will issue a modification for the award fee determination within 10 calendar days following receipt of the AFDO determination.

7. BASIC (MINIMUM ESSENTIAL) OBJECTIVES OF THE CONTRACT. The Contractor is prohibited from earning any award fee when it’s overall cost, schedule, and technical performance in the aggregate is below satisfactory as outlined via the following basic, minimum essential, objectives of the contract:

1. Maximize patient safety through the utilization of best practices.
2. Apply the prescription drug benefit consistently and comprehensively in a timely and accurate manner.

SECTION J
ATTACHMENT J-5 - Award Fee Plan
Version 1.0 June 2020

3. Execute a fiscally responsible pharmacy program.
4. Establish and maintain a high level of customer and beneficiary satisfaction.
5. Provide flexible, effective collaborative management and quality control for all services and functions.

8. AWARD FEE EVALUATION CRITERIA. In advance of each AF evaluation period, the Government will provide notice to the Contractor those AF Criteria which will receive emphasis during the coming AF evaluation period. The areas of potential emphasis are listed below:

1. **Customer service**--Design and conduct the experience of and interactions with TRICARE beneficiaries in a manner which clearly communicates the most efficient and cost-effective options for delivery of pharmacy services while fostering superior beneficiary satisfaction
2. **Management**--Manage the TPharm5 contract in a manner which achieves highly efficient, collaborative, flexible, and cost-effective delivery of required pharmacy services that meets the Government's intent.
3. **Transition**--Achieve frequent and meaningful coordination among many parties to ensure uninterrupted performance of services across contracts
4. **Innovation**—Maintain a world class pharmacy benefit for TRICARE beneficiaries that promotes the MHS Quadruple Aim through adoption of industry best practices and incorporation of commercial innovations
5. **Quality** -- Achieve a superior quality pharmacy program through an effective quality management program, including but not limited to superior level patient safety.

9. AWARD FEE RATING STANDARDS. In accordance with FAR 16.401, the Contractor's performance will be measured against the AF Criteria selected during each AF evaluation period as detailed below in the following rating standards:

Table-1

| Award-Fee Adjectival Rating | Award-Fee Pool Available To Be Earned | Description |
|------------------------------------|--|--|
| Excellent | 91%-100% | Contractor has exceeded almost all of the significant award-fee criteria and has met overall cost, schedule, and technical performance requirements of the contract in the aggregate as defined and measured against the criteria in the award-fee plan for the award-fee evaluation period. |
| Very Good | 76%-90% | Contractor has exceeded many of the significant award-fee criteria and has met overall cost, schedule, and technical performance requirements of the contract in the |

SECTION J
ATTACHMENT J-5 - Award Fee Plan
Version 1.0 June 2020

Table-1

| Award-Fee Adjectival Rating | Award-Fee Pool Available To Be Earned | Description |
|--|--|--|
| | | aggregate as defined and measured against the criteria in the award-fee plan for the award-fee evaluation period. |
| Good | 51%-75% | Contractor has exceeded some of the significant award-fee criteria and has met overall cost, schedule, and technical performance requirements of the contract in the aggregate as defined and measured against the criteria in the award-fee plan for the award-fee evaluation period. |
| Satisfactory | No Greater Than 50% | Contractor has met overall cost, schedule, and technical performance requirements of the contract in the aggregate as defined and measured against the criteria in the award-fee plan for the award-fee evaluation period. |
| Unsatisfactory | 0% | Contractor has failed to meet overall cost, schedule, and technical performance requirements of the contract in the aggregate as defined and measured against the criteria in the award-fee plan for the award-fee evaluation |

10. CHANGES TO THE AWARD FEE PLAN.

10.1. The Government may make unilateral changes to this AFP if the Contractor is provided written notification by the CO before the start of the upcoming evaluation period. Both the Contractor and the Government must agree to changes to the AFP that will affect an ongoing evaluation period.

10.2. Potential changes to the AFP may be initiated by the AFDO, or any AFB member. The AFB Chairperson shall coordinate changes with the AFB members and present the recommended changes to the AFDO, in coordination with the CO, for final concurrence.

10.3. The CO shall coordinate approved changes to the AFP in advance with the Contractor, and will provide to the Contractor, in writing, the approved and coordinated changes to the AFP in sufficient time to allow the Contractor to adjust performance to reflect the AFP changes for the evaluation period in which the changes will be implemented.

11. CONTRACT TERMINATION. If the contract is terminated for the convenience of the Government after the start of an award fee evaluation period, the award fee deemed earned for that period shall be determined by the AFDO using the normal award fee evaluation process. After contract termination, the remaining award fee amounts allocated to all subsequent award fee evaluations periods cannot be earned by the Contractor.

SECTION J
ATTACHMENT J-5 - Award Fee Plan
Version 1.0 June 2020

(End of Award Fee Plan)

SECTION J
LIST OF ATTACHMENTS

Attachment J-6 – CDRL Cover Sheet**Daily**

D010 Mail Order Daily NDC Change Requests Report
D020 MTF CHCS Claims Rejection Detail Report
D030 Contractor Payment Check Issue Data
D040 Retail Pharmacy Claims (RPC) Data Requirements

Weekly

W010 Mail Order Rebaseline and Continuous Monitoring Approval Report
W011 Specialty Pharmacy Rebaseline and Continuous Monitoring Approval Report
W012 Mail Order Backorder Report
W020 MTF CHCS Data Integrity Report - High Dose & Invalid Provider
W021 MTF CHCS High Cost Claim Report
W030 MHS GENESIS Drug Reject Report
W040 Operations Issues Log

Monthly

M010 TPharm Contract Performance Summary
M020 Call Center Top Issues Report
M030 Priority Correspondence Report
M040 Retail Network Pharmacy Report
M041 Retail Network Pharmacy Access Report
M050 TPharm Metric Summary Report
M060 Pharmacy Transactions Processing Report
M070 MTF CHCS Claims Rejection Summary Report
M071 MTF CHCS Data Integrity Summary Report - High Dose & Invalid Provider
M072 MTF CHCS High Cost Claim Summary Report
M080 HIPAA Privacy Disclosure Report
M090 Pharmacy Claims Audit Report
M100 Deployment Prescription Program Report
M110 Replenishment Reconciliation Report - Claims
M111 Replenishment Reconciliation Report - NDC Level
M120 Expanded Mail Order and MTF Report
M130 Auto Refill Dashboard
M140 Market Priced Pharmaceutical Program Report
M150 Theater Medical Data Store (TMDS) Claims Processing Report
M160 Bank Reconciliation Format
M170 Accounts Receivable Reports
M180 Bank Cleared Payment Report
M190 Bank Account Statement Report
M200 Benefit Design and Formulary Search Tool Changes
M210 Compound Prescription Report
M220 PDMP MHS User Overview Report
M230 Prescription Monitoring Program Report - MTF

SECTION J
LIST OF ATTACHMENTS

M231 Prescription Monitoring Program Report - MCSC
M240 Retail Refund Dispute Report
M250 Employee Access to DoD Information Systems/Networks Report

Quarterly

Q010 Clinical and Admin Review Report
Q020 Beneficiary Services Report
Q030 Pharmacy Help Desk Report
Q040 Mail Order Pharmacy Prescription Report
Q041 Mail Order Pharmacy Reship Report
Q042 Mail Order Quality Control Report
Q050 Paper Claims Processing Report
Q060 Prescription Monitoring Program Utilizer Report
Q061 Prescription Monitoring Program Overview Report
Q070 Safety and Enhanced Care Services Report
Q080 EOB Report
Q090 TED Summary Report
Q100 Fraud and Abuse Summary Report
Q110 Other Health Insurance (OHI) Identification and Development Report
Q111 OHI Cost Avoidance Report
Q120 CHCBP Monitoring Report
Q130 Eligibility Recoupment Status Report
Q140 Quarterly Review Program Report
Q150 Specialty Pharmacy Services Report
Q160 Educational Update Report
Q170 Market Drug Trend Report
Q180 Specialty Pharmacy Accreditation Performance Guarantee Report
Q190 Network Pharmacy Performance Report
Q200 NPV Fulfillment Performance Report

Annual

A010 FOIA Releasable Contract
A020 MOU with DHA Communications
A021 MOU with DHA Information Operations (Pharmacy Data Warehouse)
A022 MOU with MHS GENESIS Contractor
A023 MOU with MCSC - East Region
A024 MOU with MCSC - West Region
A025 MOU with DHA Compliance Review Contractor
A030 Continuity of Operation Plan
A031 Disaster Recovery Test Results
A040 NIST Certification of Compliance Report
A050 Quality Management Plan
A060 Service Organization Control Report (SOC1) SSAE 18
A061 Bridge Letter on Service Organization Control Report (SOC1) SSAE 18
A070 Risk Assessment Letter of Assurance
A080 Fraud Detection and Prevention Strategy and Internal Procedures

SECTION J**LIST OF ATTACHMENTS**

A090 DEERS Query Volume Forecast
A100 Education Plan
A110 Retail Network Access Plan
A120 System Security Plan
A130 Health and Safety Gaps Closure Report

As Required

R010 NPV Discrepancy Report
R020 Pharmacy Change Monitoring Report
R030 Ad Hoc Management Reports
R040 Appeals Processing Guidelines, Desk Instructions and Reference Material
R050 Breach Report
R060 Standard Operating Procedures (Desk Procedures)
R070 State of Emergency Report
R080 Random Sampling Audit Worksheet
R090 Fraud Abuse Patient Harm-Initial Notification Checklist
R100 DHA-MTF Fraud and Abuse Cover Sheet
R110 Declaration of Transfer and Destruction of Records
R120 Transition-In MOU
R121 Transition-Out MOU
R130 Specialty Pharmacy Daily NDC Change Requests Report
R140 Specialty Market Priced Pharmaceutical Program Report
R150 Systems Integration Test Plans
R160 B2B Gateway Questionnaire
R170 Mission-Essential Contractor Services Plan

Transition

T010 Transition-In Plan
T020 Transition-In Status Report
T030 Transition-Out Plan
T040 Transition-Out Status Report

Electronic Health Record Acquisition (eHRA)
Program Site Deployment List

SECTION J
ATTACHMENT J-6 USCG Sites

| Military Service | Facility Name | DEMIS ID | Type Facility | Site Users | Total Users A/D & Res | Primary Care | Medical Specialty | Surgical Specialty | Ancillary Specialty | Emergency Services | Dental Services | Data Storage systems | Network Performance | Network Comms | BLDG Number | Installation Name | Street Address | City | State | Zip Code | Countr y | Wave |
|------------------|---------------------------------|----------|----------------|------------|-----------------------|--------------|-------------------|--------------------|---------------------|--------------------|-----------------|----------------------|---------------------|---------------|---------------------|---------------------------------|----------------------------------|---------------------|-------|----------|----------|----------|
| Coast Guard | CG Academy | 0034 | C inic A | C | 50 | P2 | MO | SO | A4 | RO | D1 | 1 | 4 | T | "Michel Hall" | CG Academy | 31 Mohegan Avenue | New London | CT | 06320 | US | Atlantic |
| Coast Guard | CG AIRSTA / Sector San Diego | 5189 | C inic A | A | 7 | P1 | MO | SO | A1 | RO | D0 | 1 | 1 | T | Building C | CG Sector San Diego | 2710 Harbor Drive | San Diego | CA | 92101 | US | Pacific |
| Coast Guard | CG AIRSTA / SFO Port Angeles | 0434 | C linic A | A | 9 | P1 | MO | SO | A8 | RO | D0 | 1 | 4 | T | BLDG 11 | CG AIRSTA/SFO Port Angeles | 1 Ediz Hook Road | Port Angeles | WA | 98302 | US | Pacific |
| Coast Guard | CG AIRSTA Atlantic City | 5190 | C inic A | A | 4 | P1 | MO | SO | A8 | RO | D0 | 1 | 4 | T | BLDG 350 | Air Station Atlantic City | 101 Atlantic City Intl Airport | Egg Harbor Township | NJ | 08234 | US | Atlantic |
| Coast Guard | CG AIRSTA Barbers Point | 7043 | C inic A | B | 15 | P1 | MO | SO | A8 | RO | D0 | 1 | 4 | T | NO BLDG 3 | Air Station Barbers Point | 1 Coral Sea Road | Kapolei | HI | 96707 | US | Pacific |
| Coast Guard | CG AIRSTA Borinquen | 7042 | C inic A | B | 15 | P1 | MO | SO | A2 | RO | D1 | 1 | 4 | T | BLDG 118 and 122 | Air Station Borinquen | 260 Guard Road | Aquadilla | PR | 00603 | US | Atlantic |
| Coast Guard | CG AIRSTA Clearwater | 0422 | C inic A | B | 21 | P1 | MO | SO | A2 | RO | D1 | 1 | 4 | T | BLDG 4527 | Air Station Clearwater | 15100 Rescue Way | Clearwater | FL | 33762 | US | Atlantic |
| Coast Guard | CG AIRSTA Corpus Christi | 5187 | C inic A | A | 5 | P1 | MO | SO | A0 | RO | D0 | 1 | 4 | T | Room 265 | Air Station Corpus Christi | 8930 Ocean Drive, Hanger 41 | Corpus Christi | TX | 78419 | US | Atlantic |
| Coast Guard | CG AIRSTA Detroit | 5195 | C inic A | B | 11 | P1 | MO | SO | A8 | RO | D1 | 1 | 4 | T | BLDG 825 | Sector Detroit | 110 Mt. Elliott Street | Detroit | MI | 48207 | US | Atlantic |
| Coast Guard | CG AIRSTA Miami | 0421 | C inic A | B | 14 | P1 | MO | SO | A8 | RO | D1 | 1 | 4 | T | NO BLDG # | Air Station Miami | 14750 NW 44th Court | Opa-locka | FL | 33064 | US | Atlantic |
| Coast Guard | CG AIRSTA Sacramento | 5194 | C inic A | A | 5 | P1 | MO | SO | A0 | RO | D0 | 1 | 4 | T | BLDG 98 VA Clinic | Air Station Sacramento | 6037 Price Avenue | McClellan Park | CA | 95652 | US | Pilot |
| Coast Guard | CG AIRSTA Savannah | 5186 | C inic A | A | 5 | P1 | MO | SO | A0 | RO | D0 | 1 | 4 | T | BLDG 838 | Hunter Army Airfield | 1287 N Lighting Road | Savannah | GA | 31409 | US | Atlantic |
| Coast Guard | CG AIRSTA Sitka | 7047 | C inic A | A | 10 | P1 | MO | SO | A8 | RO | D1 | 1 | 4 | T | NO BLDG # | Air Station Sitka | 611 Airport Road | Sitka | AK | 99835 | US | Pacific |
| Coast Guard | CG AIRSTA Traverse C ty | 0427 | C inic A | A | 6 | P1 | MO | SO | A8 | RO | D0 | 1 | 4 | T | NO BLDG # | Air Station Traverse City | 1175 Airport Access Road | Traverse City | MI | 99686 | US | Atlantic |
| Coast Guard | CG ATC Mob ie | 0416 | C inic A | C | 30 | P2 | MO | SO | A2 | RO | D1 | 1 | 4 | T | BLDG S24 | Aviation Training Center Mob ie | 8501 Tanner Williams Road | Mobile | AL | 36608 | US | Atlantic |
| Coast Guard | CG Base Alameda | 0418 | C inic A | C | 39 | P2 | MO | SO | A4 | RO | D1 | 1 | 4 | T | BLDG 1 | CG Base Alameda | 42 Eagle Road #21 | Alameda | CA | 94501 | US | Pilot |
| Coast Guard | CG Base Boston | 0426 | C linic A | B | 27 | P2 | MO | SO | A8 | RO | D1 | 1 | 4 | T | BLDG 8 3 RD Deck | CG Base Boston | 427 Commercial Street | Boston | MA | 02109 | US | Atlantic |
| Coast Guard | CG Base Cape Cod | 0425 | C linic A | C | 32 | P2 | MO | SO | A9 | RO | D1 | 1 | 4 | T | S201 Lee Road | CG Base Cape Cod | 5201 Lee Road | Buzzards Bay | MA | 02542 | US | Atlantic |
| Coast Guard | CG Base Elizabeth City | 0430 | C linic A | B | 25 | P1 | MO | SO | A3 | RO | D1 | 1 | 4 | T | BLDG 128 | CG Base Elizabeth City | 1664 Weeksville Road | Elizabeth City | NC | 27900 | US | Atlantic |
| Coast Guard | CG Base Honolulu | 5188 | C linic A | A | 4 | P1 | MO | SO | A0 | RO | D0 | 1 | 1 | T | NO BLDG # | CG Base Honolulu | 400 Sand Island Parkway | Honolulu | HI | 96819 | US | Pacific |
| Coast Guard | CG Base Juneau | 7044 | C linic A | A | 9 | P1 | MO | SO | A8 | RO | D1 | 1 | 4 | T | Suite 627 6TH Floor | CG Base Ketchikan Detachment | 709 W 9th Street | Juneau | AK | 99801 | US | Pacific |
| Coast Guard | CG Base Ketchikan | 0417 | C linic A | A | 8 | P1 | MO | SO | A2 | RO | D1 | 1 | 4 | T | NO BLDG # | CG Base Ketchikan | 1300 Stedman Street | Ketchikan | AK | 99901 | US | Pacific |
| Coast Guard | CG Base Kodiak | 0130 | C linic A | C | 38 | P1 | MO | SO | A9 | RO | D1 | 1 | 4 | T | BLDG N-46 | CG Base Kodiak | 5th Street Kodiak Station | Kodiak | AK | 99619 | US | Pacific |
| Coast Guard | CG Base Los Angeles/Long Beach | 7046 | C linic A | B | 19 | P1 | MO | SO | A8 | RO | D1 | 1 | 4 | T | BLDG 23 | CG Base Los Angeles/Long Beach | 1001 South Seaside Avenue | San Pedro | CA | 90731 | US | Pacific |
| Coast Guard | CG Base Miami Beach | 7048 | C linic A | B | 26 | P1 | MO | SO | A8 | RO | D1 | 1 | 4 | T | BLDG 3 | CG Base Miami Beach | 100 MacArthur Causeway | Miami Beach | FL | 33139 | US | Atlantic |
| Coast Guard | CG Base National Capital Region | 0420 | C linic A | C | 36 | P2 | MO | SO | A2 | RO | D1 | 1 | 4 | T | RM 214-01 | CG Base National Capital Region | 2703 MLK Jr Avenue SE STOP | Washington | DC | 20593 | US | Atlantic |
| Coast Guard | CG Base New Orleans | 0423 | C linic A | B | 22 | P1 | MO | SO | A10 | RO | D1 | 1 | 4 | T | NO BLDG # | CG Base New Orleans | 1790 Saturn Boulevard | New Orleans | LA | 70129 | US | Atlantic |
| Coast Guard | CG Base Portsmouth | 0432 | C linic A | C | 42 | P1 | MO | SO | A2 | RO | D1 | 1 | 4 | T | BLDG 5B | CG Base Portsmouth | 4000 Coast Guard Boulevard | Portsmouth | VA | 23703 | US | Atlantic |
| Coast Guard | CG Base Seattle | 0435 | C linic A | C | 34 | P2 | MO | SO | A9 | RO | D1 | 1 | 4 | T | BLDG 1 2nd Deck | CG Base Seattle | 1519 Alaskan Way South | Seattle | WA | 98134 | US | Pacific |
| Coast Guard | CG HITRON Jacksonville | 5185 | C linic A | A | 3 | P1 | MO | SO | A0 | RO | D0 | 1 | 4 | T | BLDG 1846 | NAS Cecil Field | 13520 Aerospace Way, Hanger 13 | Jacksonville | FL | 32215 | US | Atlantic |
| Coast Guard | CG Sector Columbia River | 0431 | C linic A | B | 14 | P1 | MO | SO | A8 | RO | D1 | 1 | 4 | T | BLDG 56 | CG Sector Columbia River | 2185 SE 12th Place | Warrenton | OR | 97146 | US | Pacific |
| Coast Guard | CG Sector Houston/Galveston | 7082 | C linic A | B | 16 | P2 | MO | SO | A8 | RO | D1 | 1 | 4 | T | NO BLDG # 2ND Deck | CG Sector Houston/Galveston | 13411 Hilliard Street | Houston | TX | 77034 | US | Atlantic |
| Coast Guard | CG Sector Humboldt Bay | 7083 | C linic A | A | 8 | P1 | MO | SO | A8 | RO | D0 | 1 | 4 | T | BLDG 2 | CG Sector Humboldt Bay | 1001 Looming Way | McKinleyville | CA | 95519 | US | Pacific |
| Coast Guard | CG Sector Key West | 5199 | C linic A | A | 8 | P1 | MO | SO | A0 | RO | D0 | 1 | 4 | T | BLDG 102 | CG Sector Key West | 100 Trumbull Road | Key West | FL | 33040 | US | Atlantic |
| Coast Guard | CG Sector New York | 5196 | C linic A | B | 12 | P2 | MO | SO | A8 | RO | D0 | 1 | 4 | T | BLDG 215 | CG Sector New York | 212 Coast Guard Drive | Staten Island | NY | 10305 | US | Atlantic |
| Coast Guard | CG Sector North Bend | 7045 | C linic A | B | 12 | P1 | MO | SO | A8 | RO | D1 | 1 | 4 | T | NO BLDG # | CG Sector North Bend | 2000 Cornetial Ave. | North Bend | OR | 97459 | US | Pacific |
| Coast Guard | CG Sector San Juan | 5199 | C linic A | B | 16 | P1 | MO | SO | A2 | RO | D1 | 1 | 4 | T | BLDG 125 | CG Sector San Juan | 5 Calle La Puntilla | San Juan | PR | 00901 | US | Atlantic |
| Coast Guard | CG Sector St. Petersburg | 5191 | C linic A | A | 8 | P1 | MO | SO | A8 | RO | D1 | 1 | 4 | T | BLDG 1301 | CG Sector St. Petersburg | 600 8th Avenue SE | St. Petersburg | FL | 33701 | US | Atlantic |
| Coast Guard | CG TRACEN Cape May | 0428 | C linic A | E | 96 | P2 | MO | SO | A4 | RO | D1 | 1 | 4 | T | BLDG 270 | CG TRACEN Cape May | 1 Munro Avenue | Cape May | NJ | 08204 | US | Atlantic |
| Coast Guard | CG TRACEN Petaluma | 0419 | C linic A | C | 30 | P2 | MO | SO | A4 | RO | D1 | 1 | 4 | T | BLDG 225 | CG TRACEN Petaluma | 599 Tomales Road | Petaluma | CA | 94952 | US | Pilot |
| Coast Guard | CG TRACEN Yorktown | 0433 | C inic A | B | 23 | P1 | MO | SO | A4 | RO | D1 | 1 | 4 | T | BLDG 246 | CG TRACEN Yorktown | 1 US CG Training Center | Yorktown | VA | 23690 | US | Atlantic |
| Coast Guard | CG Yard | 0424 | C inic A | B | 19 | P1 | MO | SO | A2 | RO | D1 | 1 | 4 | T | BLDG 28B | CG Yard | 2401 Hawkins Point Road | Curtis Bay | MD | 21226 | US | Atlantic |
| Coast Guard | CG AIRSTA San Francisco | 5184 | C inic A | A | 1 | P1 | MO | SO | A0 | RO | D0 | 1 | 1 | T | N/A | CG AIRSTA San Francisco | 1020 N Access Road | San Francisco | CA | 94128 | US | Pacific |
| Coast Guard | CGC Active | | Sickbay Afloat | A | 1 | P1 | MO | SO | A0 | RO | D0 | 1 | 1 | S | N/A | CGC Active | 1 Ediz Hook Road | Port Angeles | WA | 98302 | US | Pacific |
| Coast Guard | CGC Alder | | Sickbay Afloat | A | 1 | P1 | MO | SO | A0 | RO | D0 | 1 | 1 | S | N/A | CGC Alder | 1201 Minnesota Avenue | Duluth | MN | 55802 | US | Atlantic |
| Coast Guard | CGC Alert | | Sickbay Afloat | A | 1 | P1 | MO | SO | A0 | RO | D0 | 1 | 1 | S | N/A | Sector Columbia River | 2185 SE 12th Place | Warrenton | OR | 97146 | US | Pacific |
| Coast Guard | CGC Alex Haley | | Sickbay Afloat | A | 1 | P1 | MO | SO | A0 | RO | D0 | 1 | 1 | S | N/A | CG Base Kodiak | 190551 Chiniak Way | Kodiak | AK | 99619 | US | Pacific |
| Coast Guard | CGC Aspen | | Sickbay Afloat | A | 1 | P1 | MO | SO | A0 | RO | D0 | 1 | 1 | S | N/A | CGC Aspen | 1 Yerba Buena Island | San Francisco | CA | 94130 | US | Pacific |
| Coast Guard | CGC Bear | | Sickbay Afloat | A | 1 | P1 | MO | SO | A0 | RO | D0 | 1 | 1 | S | N/A | CG Base Portsmouth | 4000 Coast Guard Boulevard | Portsmouth | VA | 23703 | US | Atlantic |
| Coast Guard | CGC Bertholf | | Sickbay Afloat | A | 1 | P1 | MO | SO | A0 | RO | D0 | 1 | 1 | S | N/A | CG Base Alameda | Coast Guard Island | Alameda | CA | 94501 | US | Pacific |
| Coast Guard | CGC Campbe l | | Sickbay Afloat | A | 1 | P1 | MO | SO | A0 | RO | D0 | 1 | 1 | S | N/A | Portsmouth Naval Shipyard | c/o Portsmouth Naval Shipyard | Portsmouth | NH | 3804 | US | Atlantic |
| Coast Guard | CGC Confidence | | Sickbay Afloat | A | 1 | P1 | MO | SO | A0 | RO | D0 | 1 | 1 | S | N/A | CGC Confidence | 9235 Grouper Road | Cape Canaveral | FL | 32920 | US | Atlantic |
| Coast Guard | CGC Cypress | | Sickbay Afloat | A | 1 | P1 | MO | SO | A0 | RO | D0 | 1 | 1 | S | N/A | NAS Pensacola | 211 South Avenue Bldg 39 Suite C | Pensacola | FL | 32508 | US | Atlantic |
| Coast Guard | CGC Dauntless | | Sickbay Afloat | A | 1 | P1 | MO | SO | A0 | RO | D0 | 1 | 1 | S | N/A | CGC Dauntless | P.O. Box 1942 | Galveston | TX | 77553 | US | Atlantic |
| Coast Guard | CGC Decisive | | Sickbay Afloat | A | 1 | P1 | MO | SO | A0 | RO | D0 | 1 | 1 | S | N/A | NAVSTA Pascagoula | NAVSTA Pascagoula | Pascagoula | MS | 39595 | US | Atlantic |
| Coast Guard | CGC Dependable | | Sickbay Afloat | A | 1 | P1 | MO | SO | A0 | RO | D0 | 1 | 1 | S | N/A | CGC Dependable | 1100 Abbott Road Ste 200 | Virginia Beach | VA | 23459 | US | Atlantic |
| Coast Guard | CGC Diligence | | Sickbay Afloat | A | 1 | P1 | MO | SO | A0 | RO | D0 | 1 | 1 | S | N/A | CGC Diligence | 109 N Water Street | Wilmington | NC | 28401 | US | Atlantic |
| Coast Guard | CGC Douglas Munro | | Sickbay Afloat | A | 1 | P1 | MO | SO | A0 | RO | D0 | 1 | 1 | S | N/A | CG Base Kodiak | 190551 Chiniak Way | Kodiak | AK | 99619 | US | Pacific |
| Coast Guard | CGC Eagle | | Sickbay Afloat | A | 1 | P1 | MO | SO | A0 | RO | D0 | 1 | 1 | S | N/A | CG Yard | 2401 Hawkins Point Road | Curtis Bay | MD | 21226 | US | Atlantic |
| Coast Guard | CGC Elm | | Sickbay Afloat | A | 1 | P1 | MO | SO | A0 | RO | D0 | 1 | 1 | S | N/A | CGC Elm | 2301 East Fort Mason Road | Atlantic Beach | NC | 28512 | US | Atlantic |
| Coast Guard | CGC Escanaba | | Sickbay Afloat | A | 1 | P1 | MO | SO | A0 | RO | D0 | 1 | 1 | S | N/A | CG Base Boston | 427 Commercial Street | Boston | MA | 2109 | US | Atlantic |
| Coast Guard | CGC Fir | | Sickbay Afloat | A | 1 | P1 | MO | SO | A0 | RO | D0 | 1 | 1 | S | N/A | CGC Fir | 37573 Highway 30 | Astoria | OR | 97103 | US | Pacific |
| Coast Guard | CGC Forward | | Sickbay Afloat | A | 1 | P1 | MO | SO | A0 | RO | D0 | 1 | 1 | S | N/A | CG Base Portsmouth | 4000 Coast Guard Boulevard | Portsmouth | VA | 23703 | US | Atlantic |
| Coast Guard | CGC Hamilton | | Sickbay Afloat | A | 1 | P1 | MO | SO | A0 | RO | D0 | 1 | 1 | S | N/A | CGC Hamilton | 1050 Register Street | North Charleston | SC | 29405 | US | Atlantic |
| Coast Guard | CGC Harriet Lane | | Sickbay Afloat | A | 1 | P1 | MO | SO | A0 | RO | D0 | 1 | 1 | S | N/A | CG Base Portsmouth | 4000 Coast Guard Boulevard | Portsmouth | VA | 23703 | US | Atlantic |
| Coast Guard | CGC Healy | | Sickbay Afloat | A | 2 | P1 | MO | SO | A0 | RO | D0 | 1 | 1 | S | N/A | CG Base Seattle | 1519 Alaskan Way South | Seattle | WA | 98134 | US | Pacific |
| Coast Guard | CGC Hickory | | Sickbay Afloat | A | 1 | P1 | MO | SO | A0 | RO | D0 | 1 | 1 | S | N/A | CGC Hickory | 4688 Homer Spit Road | Homer | AK | 99603 | US | Pacific |
| Coast Guard | CGC Hollyhock | | Sickbay Afloat | A | 1 | P1 | MO | SO | A0 | RO | D0 | 1 | 1 | S | N/A | CGC Ho lyhock | 2700 Omar Street | Port Huron | MI | 48060 | US | Atlantic |
| Coast Guard | CGC James | | Sickbay Afloat | A | 1 | P1 | MO | SO | A0 | RO | D0 | 1 | 1 | S | N/A | CGC James | 1050 Register Street | North Charleston | SC | 29405 | US | Atlantic |
| Coast Guard | CGC Juniper | | Sickbay Afloat | A | 1 | P1 | MO | SO | A0 | RO | D0 | 1 | 1 | S | N/A | Naval Station Newport | NAVSTA Pier Two | Newport | RI | 2841 | US | Atlantic |
| Coast Guard | CGC Kimball | | Sickbay Afloat | A | 1 | P1 | MO | SO | A0 | RO | D0 | 1 | 1 | S | N/A | CG Base Honolulu | 400 Sand Island Parkway | Honolulu | HI | 96819 | US | Pacific |
| Coast Guard | CGC Kukui | | Sickbay Afloat | A | 1 | P1 | MO | SO | A0 | | | | | | | | | | | | | |

SECTION J
ATTACHMENT J-6 USCG SitesElectronic Health Record Acquisition (eHRA)
Program Site Deployment List

| Military Service | Facility Name | DEMIS ID | Type Facility | Site Users | Total Users A/D & Res | Primary Care | Medical Specialty | Surgical Specialty | Ancillary Specialty | Emergency Services | Dental Services | Data Storage systems | Network Performance | Network Comms | BLDG Number | Installation Name | Street Address | City | State | Zip Code | Countr y | Wave |
|------------------|-------------------------------------|----------|----------------|------------|-----------------------|--------------|-------------------|--------------------|---------------------|--------------------|-----------------|----------------------|---------------------|---------------|-------------|-----------------------------------|------------------------------------|------------------|-------|----------|----------|----------|
| Coast Guard | CGC Midgett | | Sickbay Afloat | A | 1 | P1 | MO | SO | AO | RO | DO | 1 | 1 | S | N/A | CG Base Seattle | 1519 Alaskan Way South | Seattle | WA | 98134 | US | Pacific |
| Coast Guard | CGC Mohawk | | Sickbay Afloat | A | 1 | P1 | MO | SO | AO | RO | DO | 1 | 1 | S | N/A | CG Sector Key West | 100 Trumbo Point Annex | Key West | FL | 33040 | US | Atlantic |
| Coast Guard | CGC Munro | | Sickbay Afloat | A | 1 | P1 | MO | SO | AO | RO | DO | 1 | 1 | S | N/A | CG Base Alameda | Coast Guard Island | Alameda | CA | 94501 | US | Pacific |
| Coast Guard | CGC Northland | | Sickbay Afloat | A | 1 | P1 | MO | SO | AO | RO | DO | 1 | 1 | S | N/A | CG Base Portsmouth | 4000 Coast Guard Boulevard | Portsmouth | VA | 23703 | US | Atlantic |
| Coast Guard | CGC Oak | | Sickbay Afloat | A | 1 | P1 | MO | SO | AO | RO | DO | 1 | 1 | S | N/A | CGC Oak | 47 Chandler Street Quay Wall | Newport | RI | 2841 | US | Atlantic |
| Coast Guard | CGC Polar Star | | Sickbay Afloat | A | 1 | P1 | MO | SO | AO | RO | DO | 1 | 1 | S | N/A | CG Base Seattle | 1519 Alaskan Way South | Seattle | WA | 98134 | US | Pacific |
| Coast Guard | CGC Reliance | | Sickbay Afloat | A | 1 | P1 | MO | SO | AO | RO | DO | 1 | 1 | S | N/A | USCGC Reliance (WMEC 615) | c/o PNS Bldg 171 | Kittery | ME | 3904 | US | Atlantic |
| Coast Guard | CGC Resolute | | Sickbay Afloat | A | 1 | P1 | MO | SO | AO | RO | DO | 1 | 1 | S | N/A | Sector St. Petersburg | 600 8th Avenue SE | St. Petersburg | FL | 33701 | US | Atlantic |
| Coast Guard | CGC Seneca | | Sickbay Afloat | A | 1 | P1 | MO | SO | AO | RO | DO | 1 | 1 | S | N/A | CG Base Boston | 427 Commercial Street | Boston | MA | 2109 | US | Atlantic |
| Coast Guard | CGC Sequoia | | Sickbay Afloat | A | 1 | P1 | MO | SO | AO | RO | DO | 1 | 1 | S | N/A | US Naval Activities Guam | Victor Warf Pier Three | Santa Rita | GU | 98915 | GU | Pacific |
| Coast Guard | CGC Spar | | Sickbay Afloat | A | 1 | P1 | MO | SO | AO | RO | DO | 1 | 1 | S | N/A | CG Base Kodiak | 190511 Chinik Way | Kodiak | AK | 99619 | US | Pacific |
| Coast Guard | CGC Spencer | | Sickbay Afloat | A | 1 | P1 | MO | SO | AO | RO | DO | 1 | 1 | S | N/A | CG Base Boston | 427 Commercial Street | Boston | MA | 2109 | US | Atlantic |
| Coast Guard | CGC Steadfast | | Sickbay Afloat | A | 1 | P1 | MO | SO | AO | RO | DO | 1 | 1 | S | N/A | Sector Columbia River | 2185 SE 12th Place | Warrenton | OR | 97146 | US | Pacific |
| Coast Guard | CGC Stratton | | Sickbay Afloat | A | 1 | P1 | MO | SO | AO | RO | DO | 1 | 1 | S | N/A | CG Base Alameda | Coast Guard Island | Alameda | CA | 94501 | US | Pacific |
| Coast Guard | CGC Sycamore | | Sickbay Afloat | A | 1 | P1 | MO | SO | AO | RO | DO | 1 | 1 | S | N/A | CGC Sycamore | PO Box 300 | Cordova | AK | 99574 | US | Pacific |
| Coast Guard | CGC Tahoma | | Sickbay Afloat | A | 1 | P1 | MO | SO | AO | RO | DO | 1 | 1 | S | N/A | CG Base Portsmouth | c/o PNS Bldg 171 | Portsmouth | NH | 3804 | US | Atlantic |
| Coast Guard | CGC Tampa | | Sickbay Afloat | A | 1 | P1 | MO | SO | AO | RO | DO | 1 | 1 | S | N/A | CG Base Portsmouth | 4000 Coast Guard Boulevard | Portsmouth | VA | 23703 | US | Atlantic |
| Coast Guard | CGC Thetis | | Sickbay Afloat | A | 1 | P1 | MO | SO | AO | RO | DO | 1 | 1 | S | N/A | CGC Thetis (WMEC 910) | 100 Trumbo Road | Key West | FL | 33040 | US | Atlantic |
| Coast Guard | CGC Valiant | | Sickbay Afloat | A | 1 | P1 | MO | SO | AO | RO | DO | 1 | 1 | S | N/A | CGC Valiant | Un 1 100416 | Mayport | FL | 32228 | US | Atlantic |
| Coast Guard | CGC Venturous | | Sickbay Afloat | A | 1 | P1 | MO | SO | AO | RO | DO | 1 | 1 | S | N/A | Sector St. Petersburg | 600 8th Avenue SE | St. Petersburg | FL | 33701 | US | Atlantic |
| Coast Guard | CGC Vigilant | | Sickbay Afloat | A | 1 | P1 | MO | SO | AO | RO | DO | 1 | 1 | S | N/A | CGC Vigilant | 9235 Grouper Road | Port Canaveral | FL | 32920 | US | Atlantic |
| Coast Guard | CGC Vigorous | | Sickbay Afloat | A | 1 | P1 | MO | SO | AO | RO | DO | 1 | 1 | S | N/A | CGC Vigorous | 1100 Abbott Road, Ste 100 | Virginia Beach | VA | 23459 | US | Atlantic |
| Coast Guard | CGC Waesche | | Sickbay Afloat | A | 1 | P1 | MO | SO | AO | RO | DO | 1 | 1 | S | N/A | CG Base Alameda | Coast Guard Island Bldg. 42 | Alameda | CA | 94501 | US | Pacific |
| Coast Guard | CGC Walnut | | Sickbay Afloat | A | 1 | P1 | MO | SO | AO | RO | DO | 1 | 1 | S | N/A | CG Base Honolulu | 400 Sand Island Parkway | Honolulu | HI | 96819 | US | Pacific |
| Coast Guard | CGC Willow | | Sickbay Afloat | A | 1 | P1 | MO | SO | AO | RO | DO | 1 | 1 | S | N/A | Naval Station Newport | Pier 2 NAVSTA | Newport | RI | 2841 | US | Atlantic |
| Coast Guard | CG AIRST/ANOLA | | Sickbay Ashore | A | 1 | P1 | MO | SO | AO | RO | DO | 1 | 1 | T | N/A | USCGAirstation New Orleans | 400 Russell Ave | New Orleans | LA | 70143 | US | Atlantic |
| Coast Guard | CG Base Charleston FLRS | | Sickbay Ashore | A | 4 | P1 | MO | SO | AO | RO | DO | 1 | 1 | T | N/A | CG Base Charleston | 196 Tradd Street | Charleston | SC | 29401 | US | Atlantic |
| Coast Guard | CG Base Cleveland | | Sickbay Ashore | A | 2 | P1 | MO | SO | AO | RO | DO | 1 | 1 | T | N/A | CG Base Cleveland | 1240 E 9th Street Room 2133 | Cleveland | OH | 44199 | US | Atlantic |
| Coast Guard | CG Base St Louis, Detachment | | Sickbay Ashore | A | 2 | P1 | MO | SO | AO | RO | DO | 1 | 1 | T | N/A | CG Sector Upper Mississippi River | 1222 Spruce Street | Saint Louis | MO | 63102 | US | Atlantic |
| Coast Guard | CG FLETC | | Sickbay Ashore | A | 1 | P1 | MO | SO | AO | RO | DO | 1 | 1 | T | N/A | FLETC Charleston | 2000 Bainbridge Ave. | North Charleston | SC | 29405 | US | Atlantic |
| Coast Guard | CG MFPU Bangor | | Sickbay Ashore | A | 3 | P1 | MO | SO | AO | RO | DO | 1 | 1 | T | N/A | Naval Base Kitsap-Bangor | T-035 Harder Road | Silverdale | WA | 98315 | US | Pacific |
| Coast Guard | CG MFPU Kings Bay | | Sickbay Ashore | A | 1 | P1 | MO | SO | AO | RO | DO | 1 | 1 | T | N/A | Naval Base Kings Bay | 1050 USS Georgia Avenue | Kings Bay | GA | 31547 | US | Atlantic |
| Coast Guard | CG MSRT Chesapeake / East | | Sickbay Ashore | A | 2 | P1 | MO | SO | AO | RO | DO | 1 | 1 | T | N/A | Team | 1260 Shotgun Road | Chesapeake | VA | 23322 | US | Atlantic |
| Coast Guard | CG MSST 91101 Seattle | | Sickbay Ashore | A | 1 | P1 | MO | SO | AO | RO | DO | 1 | 1 | T | N/A | CG Base Seattle | 1519 Alaskan Way South | Seattle | WA | 98134 | US | Pacific |
| Coast Guard | CG MSST 91103 LA/LB | | Sickbay Ashore | A | 1 | P1 | MO | SO | AO | RO | DO | 1 | 1 | T | N/A | CG MSST LA/LB-91103 | 1001 S Seaside Avenue | San Pedro | CA | 90731 | US | Pacific |
| Coast Guard | CG MSST 91104 Houston | | Sickbay Ashore | A | 1 | P1 | MO | SO | AO | RO | DO | 1 | 1 | T | N/A | CG MSST Houston | 17707 Harborside Drive | Galveston | TX | 77550 | US | Pacific |
| Coast Guard | CG MSST 91105 San Francisco | | Sickbay Ashore | A | 1 | P1 | MO | SO | AO | RO | DO | 1 | 1 | T | N/A | CG Base Alameda | Coast Guard Island Bldg. 10 | Alameda | CA | 94501 | US | Pilot |
| Coast Guard | CG MSST 91106 New York | | Sickbay Ashore | A | 1 | P1 | MO | SO | AO | RO | DO | 1 | 1 | T | N/A | CG Sector New York | 212 Coast Guard Drive | Staten Island | NY | 10305 | US | Atlantic |
| Coast Guard | CG MSST 91107 Honolulu | | Sickbay Ashore | A | 1 | P1 | MO | SO | AO | RO | DO | 1 | 1 | T | N/A | CG Base Honolulu | 400 Sand Island Parkway | Honolulu | HI | 96819 | US | Pacific |
| Coast Guard | CG MSST 91108 Kings Bay | | Sickbay Ashore | A | 1 | P1 | MO | SO | AO | RO | DO | 1 | 1 | T | N/A | CG MSST King's Bay | 563 Point Peter Road | St. Mary's | GA | 31558 | US | Atlantic |
| Coast Guard | CG MSST 91109 San Diego / MSRT West | | Sickbay Ashore | A | 3 | P1 | MO | SO | AO | RO | DO | 1 | 1 | T | N/A | Naval Regional Mail Center | 3985 Cummings Road | San Diego | CA | 92136 | US | Pacific |
| Coast Guard | CG MSST 91110 Boston | | Sickbay Ashore | A | 1 | P1 | MO | SO | AO | RO | DO | 1 | 1 | T | N/A | CG Base Boston | 427 Commercial Street | Boston | MA | 2109 | US | Atlantic |
| Coast Guard | CG MSST 91112 New Orleans | | Sickbay Ashore | A | 1 | P1 | MO | SO | AO | RO | DO | 1 | 1 | T | N/A | CG MSST New Orleans | 4023 Main Street | Bell Chase | LA | 70537 | US | Atlantic |
| Coast Guard | CG MSST 91114 Miami | | Sickbay Ashore | A | 1 | P1 | MO | SO | AO | RO | DO | 1 | 1 | T | N/A | CG MSST 91114 Miami | 29050 Coral Sea Blvd. Building 718 | Homestead AFB | FL | 33034 | US | Atlantic |
| Coast Guard | CG MSU Lake Charles | | Sickbay Ashore | A | 1 | P1 | MO | SO | AO | RO | DO | 1 | 1 | T | N/A | CG MSU Lake Charles | 127 W. Broad Street, Suite 200 | Lake Charles | LA | 70601 | US | Atlantic |
| Coast Guard | CG MSU Morgan City | | Sickbay Ashore | A | 1 | P1 | MO | SO | AO | RO | DO | 1 | 1 | T | N/A | CG MSU Morgan City | 800 David Drive, Suite 232 | Morgan City | LA | 70380 | US | Atlantic |
| Coast Guard | CG MSU Port Arthur | | Sickbay Ashore | A | 1 | P1 | MO | SO | AO | RO | DO | 1 | 1 | T | N/A | CG MSU Port Arthur Texas | 2901 Turtle Creek Dr. Suite 200 | Port Arthur | TX | 77642 | US | Atlantic |
| Coast Guard | CG MSU Portland | | Sickbay Ashore | A | 1 | P1 | MO | SO | AO | RO | DO | 1 | 1 | T | N/A | CG Marine Safety Unit Portland | 6767 N Basin Avenue | Portland | OR | 97217 | US | Pacific |
| Coast Guard | CG MSU Valdez | | Sickbay Ashore | A | 1 | P1 | MO | SO | AO | RO | DO | 1 | 1 | T | N/A | CG Marine Safety Unit Valdez | PO Box 486/105 Clifton Drive | Valdez | AK | 99686 | US | Pacific |
| Coast Guard | CG PATFORSWA | | Sickbay Ashore | A | 2 | P1 | MO | SO | AO | RO | DO | 1 | 1 | T | N/A | CG PATFORSWA | PSC 851 Box 110 | FPO | AE | 9834 | BH | Atlantic |
| Coast Guard | CG PSU 301 | | Sickbay Ashore | A | 3 | P1 | MO | SO | AO | RO | DO | 1 | 1 | T | N/A | CG PSU 301 | BLDG 3426 Beaman Street | Buzzards Bay | MA | 02542 | US | Atlantic |
| Coast Guard | CG PSU 305 | | Sickbay Ashore | A | 3 | P1 | MO | SO | AO | RO | DO | 1 | 1 | T | N/A | Joint Base Langley-Eustis | 2747 Taylor Avenue | Fort Eustis | VA | 23604 | US | Atlantic |
| Coast Guard | CG PSU 307 | | Sickbay Ashore | A | 5 | P1 | MO | SO | AO | RO | DO | 1 | 1 | T | N/A | CG PSU 307 | 15100 Rescue Way | Clearwater | FL | 33762 | US | Atlantic |
| Coast Guard | CG PSU 308 | | Sickbay Ashore | A | 1 | P1 | MO | SO | AO | RO | DO | 1 | 1 | T | N/A | CG PSU 308 | 14115 Fred and Al Key Road | Kilm | MS | 39556 | US | Atlantic |
| Coast Guard | CG PSU 309 | | Sickbay Ashore | A | 1 | P1 | MO | SO | AO | RO | DO | 1 | 1 | T | N/A | CG PSU 309 | Erie Industrial Park, Bldg. 360 | Port Clinton | OH | 43452 | US | Atlantic |
| Coast Guard | CG PSU 311 | | Sickbay Ashore | A | 3 | P1 | MO | SO | AO | RO | DO | 1 | 1 | T | N/A | CG PSU 311 | 1001 S Seaside Avenue | Long Beach | CA | 90731 | US | Pacific |
| Coast Guard | CG PSU 312 | | Sickbay Ashore | A | 2 | P1 | MO | SO | AO | RO | DO | 1 | 1 | T | N/A | CG PSU 312 | 1020 N Access Road | San Francisco | CA | 94128 | US | Pacific |
| Coast Guard | CG PSU 313 | | Sickbay Ashore | A | 3 | P1 | MO | SO | AO | RO | DO | 1 | 1 | T | N/A | CG PSU 313 | 2000 W Marine View Drive | Everett | WA | 98207 | US | Pacific |
| Coast Guard | CG Sector Anchorage | | Sickbay Ashore | A | 1 | P1 | MO | SO | AO | RO | DO | 1 | 1 | T | N/A | CG Sector Anchorage | 49000 Army Guard Road | Fort Richardson | AK | 99505 | US | Pacific |
| Coast Guard | CG Sector Buffalo | | Sickbay Ashore | A | 3 | P1 | MO | SO | AO | RO | DO | 1 | 1 | T | N/A | CG Sector Buffalo | 1111 Main Boulevard | Buffalo | NY | 14203 | US | Atlantic |
| Coast Guard | CG Sector Delaware Bay | | Sickbay Ashore | A | 4 | P1 | MO | SO | AO | RO | DO | 1 | 1 | T | N/A | CG Sector Delaware Bay | 1 Washington Avenue | Philadelphia | PA | 19147 | US | Atlantic |
| Coast Guard | CG Sector Guam | | Sickbay Ashore | A | 1 | P1 | MO | SO | AO | RO | DO | 1 | 1 | T | N/A | CG Sector Guam | PSC 455 Box 176 | FPO AP | GU | 96540 | GU | Pacific |
| Coast Guard | CG Sector Jacksonville | | Sickbay Ashore | A | 4 | P1 | MO | SO | AO | RO | DO | 1 | 1 | T | N/A | CG Sector Jacksonville | 10426 Alta Drive | Jacksonville | FL | 32226 | US | Atlantic |
| Coast Guard | CG Sector Lake Michigan | | Sickbay Ashore | A | 8 | P1 | MO | SO | AO | RO | DO | 1 | 1 | T | N/A | CG Sector Lake Michigan | 2420 S Lincoln Memorial Drive | Milwaukee | WI | 53207 | US | Atlantic |
| Coast Guard | CG Sector Long Island Sound | | Sickbay Ashore | A | 5 | P1 | MO | SO | AO | RO | DO | 1 | 1 | T | N/A | CG Sector Long Island Sound | 120 Woodward Avenue | New Haven | CT | 6512 | US | Atlantic |
| Coast Guard | CG Sector Lower Mississippi River | | Sickbay Ashore | A | 1 | P1 | MO | SO | AO | RO | DO | 1 | 1 | T | N/A | CG Sector Lower Mississippi | 2 A W. W. Iis Avenue | Memphis | TN | 38105 | US | Atlantic |
| Coast Guard | CG Sector Mobile | | Sickbay Ashore | A | 1 | P1 | MO | SO | AO | RO | DO | 1 | 1 | T | N/A | CG Sector Mobile | 1500 15th St. Brooklyn Complex | Mobile | AL | 36615 | US | Atlantic |
| Coast Guard | CG Sector North Carolina | | Sickbay Ashore | A | 8 | P1 | MO | SO | AO | RO | DO | 1 | 1 | T | N/A | CG Sector North Carolina | 735 Medical Center Drive | Wilmington | NC | 28401 | US | Atlantic |
| Coast Guard | CG Sector Northern New England | | Sickbay Ashore | A | 2 | P1 | MO | SO | AO | RO | DO | 1 | 1 | T | N/A | CG Sector Northern New England | 259 High Street | South Portland | ME | 4106 | US | Atlantic |
| Coast Guard | CG Sector Ohio Valley | | Sickbay Ashore | A | 2 | P1 | MO | SO | AO | RO | DO | 1 | 1 | T | N/A | CG Sector Ohio Valley | D | Louisville | KY | 40202 | US | Atlantic |
| Coast Guard | CG Sector San Diego | | Sickbay Ashore | A | 1 | P1 | MO | SO | AO | RO | DO | 1 | 1 | T | N/A | CG Sector San Diego | 2710 Harbor Drive | San Diego | CA | 92101 | US | Pacific |
| Coast Guard | CG Sector San Diego / MCRD | | Sickbay Ashore | A | 3 | P1 | MO | SO | AO | RO | DO | 1 | 1 | T | N/A | NBHC MCRD | 35000 Guadalcanal Street | San Diego | CA | 92140 | US | Pacific |
| Coast Guard | CG Sector San Francisco | | Sickbay Ashore | A | 2 | P1 | MO | SO | AO | RO | DO | 1 | 1 | T | N/A | CG Sector San Francisco | 1 Yerba Buena Island | San Francisco | CA | 94130 | US | |

Electronic Health Record Acquisition (eHRA)
Program Site Deployment List

SECTION J
ATTACHMENT J-6 USCG Sites

| Military Service | Facility Name | DEMIS ID | Type Facility | Site Users | Total Users A/D & Res | Primary Care | Medical Specialty | Surgical Specialty | Ancillary Specialty | Emergency Services | Dental Services | Data Storage systems | Network Performance | Network Comms | BLDG Number | Installation Name | Street Address | City | State | Zip Code | Countr y | Wave |
|------------------|-------------------------------|----------|----------------|------------|-----------------------|--------------|-------------------|--------------------|---------------------|--------------------|-----------------|----------------------|---------------------|---------------|-------------|----------------------------------|---------------------------|--------------------|-------|----------|----------|----------|
| Coast Guard | CG SFO Eastern Shore | | Sickbay Ashore | A | 1 | P1 | MO | SO | A0 | R0 | D0 | 1 | 1 | T | N/A | CG SFO Eastern Shore | 3623 Main Street | Chincoteague | VA | 23336 | US | Atlantic |
| Coast Guard | CG SFO Fort Macon | | Sickbay Ashore | A | 2 | P1 | MO | SO | A0 | R0 | D0 | 1 | 1 | T | N/A | CG SFO Fort Macon | 2301 East Fort Macon Road | Atlantic Beach | NC | 28512 | US | Atlantic |
| Coast Guard | CG SFO Grand Haven | | Sickbay Ashore | A | 1 | P1 | MO | SO | A0 | R0 | D0 | 1 | 1 | T | N/A | CG SFO Grand Haven | 650 S Harbor Drive | Grand Haven | MI | 49417 | US | Atlantic |
| Coast Guard | CG SFO Moriches | | Sickbay Ashore | A | 4 | P1 | MO | SO | A0 | R0 | D0 | 1 | 1 | T | N/A | CG SFO Moriches | 100 Moriches Island Road | East Moriches | NY | 11940 | US | Atlantic |
| Coast Guard | CG SFO Southwest Harbor | | Sickbay Ashore | A | 1 | P1 | MO | SO | A0 | R0 | D0 | 1 | 1 | T | N/A | CG SFO Southwest Harbor | Box 5000 | Southwest Harbor | ME | 4679 | US | Atlantic |
| Coast Guard | CG Station Golden Gate | | Sickbay Ashore | A | 1 | P1 | MO | SO | A0 | R0 | D0 | 1 | 1 | T | N/A | CNTR | 435 Murray Circle | Sausalito | CA | 94965 | US | Pacific |
| Coast Guard | CG Station Grand Isle | | Sickbay Ashore | A | 1 | P1 | MO | SO | A0 | R0 | D0 | 1 | 1 | T | N/A | CG Station Grand Isle | 100 Semper Street | Grande Isle | LA | 70358 | US | Atlantic |
| Coast Guard | CG Station Port O'Connor | | Sickbay Ashore | A | 1 | P1 | MO | SO | A0 | R0 | D0 | 1 | 1 | T | N/A | CG Station Port O'Connor | 2307 W Maple Street | Port O'Connor | TX | 77982 | US | Atlantic |
| Coast Guard | CG Station Sandy Hook | | Sickbay Ashore | A | 1 | P1 | MO | SO | A0 | R0 | D0 | 1 | 1 | T | N/A | USCG Station Sandy Hook | 20 Crispin Rd | Highlands | NY | 7732 | US | Atlantic |
| Coast Guard | CG Station South Padre Island | | Sickbay Ashore | A | 1 | P1 | MO | SO | A0 | R0 | D0 | 1 | 1 | T | N/A | CG Station South Padre | 1 Wallapa Reed Road | South Padre Island | TX | 78597 | US | Atlantic |
| Coast Guard | CG Station Venice | | Sickbay Ashore | A | 1 | P1 | MO | SO | A0 | R0 | D0 | 1 | 1 | T | N/A | CG Station Venice | 436 Coast Guard Road | Venice | LA | 70091 | US | Atlantic |
| Coast Guard | CG Strike Team Atlantic | | Sickbay Ashore | A | 1 | P1 | MO | SO | A0 | R0 | D0 | 1 | 1 | T | N/A | CG AST | 5614 Doughboy Loop | Fort Dix | NJ | 8640 | US | Atlantic |
| Coast Guard | CG Strike Team Gulf | | Sickbay Ashore | A | 1 | P1 | MO | SO | A0 | R0 | D0 | 1 | 1 | T | N/A | CG GST | 8501 Tanner Williams Road | Mobile | AL | 36608 | US | Atlantic |
| Coast Guard | CG Strike Team Pacific | | Sickbay Ashore | A | 1 | P1 | MO | SO | A0 | R0 | D0 | 1 | 1 | T | N/A | CG PST | 450 Hangar Avenue | Novato | CA | 94949 | US | Pacific |
| Coast Guard | CG TACLET Pacific | | Sickbay Ashore | A | 2 | P1 | MO | SO | A0 | R0 | D0 | 1 | 1 | T | N/A | CG PACTACLET | 34000 Guadalcanal Avenue | San Diego | CA | 92140 | US | Pacific |
| Coast Guard | CG TACLET South | | Sickbay Ashore | A | 2 | P1 | MO | SO | A0 | R0 | D0 | 1 | 1 | T | N/A | CG Tactical Law Enforcement Team | 14750 NW 44th Court | Opa-locka | FL | 33054 | US | Atlantic |

| State | WD Number | County | Revision Number | Date | Mod | Period |
|-------|-----------|----------------------|-----------------|------------|--------|---------------|
| AL | 2015-4591 | Jefferson | 22 | 12/27/2022 | P00010 | Option 1 |
| | | | | | | |
| AL | 2015-4609 | Tuscaloosa | 19 | 12/27/2022 | P00010 | Option 1 |
| | | | | | | |
| AL | 2015-4635 | Butler | 22 | 12/27/2022 | P00010 | Option 1 |
| | | | | | | |
| AL | 2015-4607 | Montgomery | 19 | 12/27/2022 | P00010 | Option 1 |
| | | | | | | |
| AL | 2015-4625 | Clarke | 22 | 12/27/2022 | P00010 | Option 1 |
| | | | | | | |
| AL | 2015-4589 | Lee | 20 | 12/27/2022 | P00010 | Option 1 |
| | | | | | | |
| AL | 2015-4621 | Chambers | 22 | 12/26/2022 | P00011 | Option 1 |
| | | | | | | |
| AL | 2015-4607 | Elmore | 19 | 12/26/2022 | P00011 | Option 1 |
| | | | | | | |
| AL | 2015-4617 | Jackson | 22 | 12/26/2022 | P00011 | Option 1 |
| | | | | | | |
| AL | 2015-4607 | Lowndes | 19 | 12/26/2022 | P00011 | Option 1 |
| | | | | | | |
| AZ | 2015-5477 | Apache, Gila, Navajo | 19 | 3/15/2022 | P00001 | Transition In |
| | | | 20 | 7/20/2022 | P00005 | Option 1 |
| | | | | | | |
| AZ | 2015-5719 | Cochise | 16 | 3/15/2022 | P00001 | Transition In |
| | | | 18 | 9/1/2022 | P00005 | Option 1 |
| | | | | | | |
| AZ | 2015-5465 | Coconino | 18 | 3/15/2022 | P00001 | Transition In |
| | | | 20 | 9/1/2022 | P00005 | Option 1 |
| | | | | | | |
| AZ | 2015-5469 | Maricopa | 14 | 4/7/2021 | Award | Award |
| | | | 20 | 9/1/2022 | P00005 | Option 1 |

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| AZ | 2015-5473 | Pima | 16 | 3/15/2022 | P00001 | Transition In |
| | | | 18 | 9/1/2022 | P00005 | Option 1 |
| | | | | | | |
| AZ | 2015-5471 | Yavapai | 16 | 3/15/2022 | P00001 | Transition In |
| | | | 18 | 9/1/2022 | P00005 | Option 1 |
| | | | | | | |
| AR | 2015-5129 | Mississippi | 19 | 3/15/2022 | P00001 | Transition In |
| | | | 20 | 7/12/2022 | P00005 | Option 1 |
| | | | | | | |
| AR | 2015-5133 | Ashley | 21 | 12/27/2022 | P00010 | Option 1 |
| | | | | | | |
| AR | 2015-5117 | Pulaski | 21 | 12/26/2022 | P00011 | Option 1 |
| | | | | | | |
| AR | 2015-5117 | Saline | 21 | 12/26/2022 | P00011 | Option 1 |
| | | | | | | |
| CA | 2015-5617 | Merced | 17 | 12/26/2022 | P00011 | Option 1 |
| | | | | | | |
| CO | 2015-5427 | Pueblo | 13 | 12/21/2020 | Award | Award |
| | | | 20 | 9/1/2022 | P00005 | Option 1 |
| | | | | | | |
| CT | 2015-5617 | Fairfield | 17 | 12/26/2022 | P00011 | Option 1 |
| | | | | | | |
| FL | 2015-4537 | Alachua, Gilchrist | 16 | 3/15/2022 | P00001 | Transition In |
| | | | 18 | 7/6/2022 | P00005 | Option 1 |
| | | | | | | |
| FL | 2015-4539 | Baker, Clay, Duval, Nassau, Saint Johns | 17 | 3/15/2022 | P00001 | Transition In |
| | | | 19 | 7/6/2022 | P00005 | Option 1 |
| | | | | | | |
| FL | 2015-4555 | Brevard | 16 | 3/15/2022 | P00001 | Transition In |
| | | | 18 | 7/29/2022 | P00005 | Option 1 |
| | | | | | | |
| FL | 2015-4535 | Broward | 21 | 3/15/2022 | P00001 | Transition In |
| | | | 23 | 6/27/2022 | P00005 | Option 1 |

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| FL | 2015-4561 | Escambia, Santa Rosa | 19 | 3/15/2022 | P00001 | Transition In |
| | | | 21 | 7/29/2022 | P00005 | Option 1 |
| | | | | | | |
| FL | 2015-4571 | Hernando, Hillsborough, Pasco, Pinellas | 17 | 3/15/2022 | P00001 | Transition In |
| | | | 19 | 7/29/2022 | P00005 | Option 1 |
| | | | | | | |
| FL | 2015-4567 | Indian River | 18 | 3/15/2022 | P00001 | Transition In |
| | | | 20 | 7/29/2022 | P00005 | Option 1 |
| | | | | | | |
| FL | 2015-4551 | Lake | 19 | 3/15/2022 | P00001 | Transition In |
| | | | 21 | 6/27/2022 | P00005 | Option 1 |
| | | | | | | |
| FL | 2015-4547 | Manatee, Sarasota | 18 | 3/15/2022 | P00001 | Transition In |
| | | | 20 | 7/6/2022 | P00005 | Option 1 |
| | | | | | | |
| FL | 2015-4553 | Orange | 15 | 4/23/2021 | Award | Award |
| | | | 21 | 6/27/2022 | P00005 | Option 1 |
| | | | | | | |
| FL | 2015-4541 | Polk | 16 | 3/15/2022 | P00001 | Transition In |
| | | | 18 | 7/6/2022 | P00005 | Option 1 |
| | | | | | | |
| FL | 2015-4573 | Palm Beach | 21 | 12/27/2022 | P00010 | Option 1 |
| | | | | | | |
| FL | 2015-4563 | St. Lucie, Martin | 14 | 12/20/2020 | Award | Award |
| | | | 18 | 12/27/2021 | P00001 | Transition In |
| | | | 20 | 7/29/2022 | P00005 | Option 1 |
| | | | | | | |
| FL | 2015-5729 | Sumter | 18 | 3/15/2022 | P00001 | Transition In |
| | | | 20 | 7/29/2022 | P00005 | Option 1 |
| | | | | | | |
| FL | 2015-4533 | Volusia, Flagler | 17 | 3/15/2022 | P000001 | Transition In |
| | | | 19 | 7/6/2022 | P00005 | Option 1 |
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|----|-----------|----------------------------|----|------------|--------|---------------|
| FL | 2015-4575 | Jackson | 22 | 12/27/2022 | P00010 | Option 1 |
| | | | | | | |
| FL | 2015-4531 | Okaloosa | 22 | 12/27/2022 | P00010 | Option 1 |
| | | | | | | |
| FL | 2015-4543 | Dade | 23 | 12/27/2022 | P00010 | Option 1 |
| | | | | | | |
| FL | 2015-4569 | Leon | 20 | 12/27/2022 | P00010 | Option 1 |
| | | | | | | |
| FL | 2015-5727 | Citrus | 21 | 12/26/2022 | P00011 | Option 1 |
| | | | | | | |
| FL | 2015-4553 | Seminole | 22 | 12/26/2022 | P00011 | Option 1 |
| | | | | | | |
| FL | 2015-4579 | Suwannee | 22 | 12/26/2022 | P00011 | Option 1 |
| | | | | | | |
| | | | | | | |
| GA | 2015-4515 | Camden, Charlton, & Pierce | 20 | 3/15/2022 | P00001 | Transition In |
| | | | 22 | 6/27/2022 | P00005 | Option 1 |
| | | | | | | |
| GA | 2015-4517 | Tift | 23 | 12/27/2022 | P00010 | Option 1 |
| | | | | | | |
| GA | 2015-4491 | Chatham | 23 | 12/27/2022 | P00010 | Option 1 |
| | | | | | | |
| GA | 2015-4471 | Cobb | 24 | 12/27/2022 | P00010 | Option 1 |
| | | | | | | |
| GA | 2015-4511 | Evans | 22 | 12/27/2022 | P00010 | Option 1 |
| | | | | | | |
| GA | 2015-4507 | Jefferson | 22 | 12/27/2022 | P00010 | Option 1 |
| | | | | | | |
| GA | 2015-4471 | Newton | 24 | 12/27/2022 | P00010 | Option 1 |
| | | | | | | |
| GA | 2015-5831 | Dekalb | 22 | 12/27/2022 | P00010 | Option 1 |
| | | | | | | |
| GA | 2015-4471 | Fulton | 24 | 12/27/2022 | P00010 | Option 1 |
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|----|-----------|-----------|----|------------|--------|----------|
| GA | 2015-4507 | Emanuel | 22 | 12/27/2022 | P00010 | Option 1 |
| | | | | | | |
| GA | 2015-4497 | Greene | 21 | 12/27/2022 | P00010 | Option 1 |
| | | | | | | |
| GA | 2015-4465 | Columbia | 21 | 12/27/2022 | P00010 | Option 1 |
| | | | | | | |
| GA | 2015-4503 | Taylor | 24 | 12/27/2022 | P00010 | Option 1 |
| | | | | | | |
| GA | 2015-4495 | Houston | 21 | 12/27/2022 | P00010 | Option 1 |
| | | | | | | |
| GA | 2015-4487 | Bibb | 20 | 12/27/2022 | P00010 | Option 1 |
| | | | | | | |
| GA | 2015-4493 | Lowndes | 21 | 12/27/2022 | P00010 | Option 1 |
| | | | | | | |
| GA | 2015-4485 | Liberty | 20 | 12/27/2022 | P00010 | Option 1 |
| | | | | | | |
| GA | 2015-4467 | Dougherty | 24 | 12/27/2022 | P00010 | Option 1 |
| | | | | | | |
| GA | 2015-4525 | Catoosa | 19 | 12/27/2022 | P00010 | Option 1 |
| | | | | | | |
| GA | 2015-4505 | Baldwin | 24 | 12/26/2022 | P00011 | Option 1 |
| | | | | | | |
| GA | 2015-2271 | Clayton | 24 | 12/26/2022 | P00011 | Option 1 |
| | | | | | | |
| GA | 2015-4505 | Dodge | 24 | 12/26/2022 | P00011 | Option 1 |
| | | | | | | |
| GA | 2015-4471 | Gwinnett | 24 | 12/26/2022 | P00011 | Option 1 |
| | | | | | | |
| GA | 2015-4471 | Henry | 24 | 12/26/2022 | P00011 | Option 1 |
| | | | | | | |
| GA | 2015-4505 | Laurens | 24 | 12/26/2022 | P00011 | Option 1 |
| | | | | | | |
| GA | 2015-4505 | Rockdale | 24 | 12/26/2022 | P00011 | Option 1 |
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|----|-----------|---------------------|----|------------|----------|---------------|
| IL | 2015-5017 | Cook | 17 | 5/12/2021 | At Award | At Award |
| | | | 22 | 7/7/2022 | P00005 | Option 1 |
| | | | | | | |
| IL | 2015-5025 | Kankakee | 17 | 3/15/2022 | P00001 | Transition In |
| | | | 18 | 7/11/2022 | P00005 | Option 1 |
| | | | | | | |
| IL | 2015-5047 | Livingston | 22 | 12/27/2022 | P00010 | Option 1 |
| | | | | | | |
| IL | 2015-4935 | Lake | 21 | 12/27/2022 | P00010 | Option 1 |
| | | | | | | |
| IL | 2015-5035 | La Salle | 22 | 12/26/2022 | P00011 | Option 1 |
| | | | | | | |
| IL | 2015-5769 | Williamson | 19 | 12/26/2022 | P00011 | Option 1 |
| | | | | | | |
| IL | 2015-5029 | Winnebago | 19 | 12/26/2022 | P00011 | Option 1 |
| | | | | | | |
| IN | 2015-4787 | Boone | 15 | 5/6/2021 | At Award | At Award |
| | | | 21 | 6/27/2022 | P00005 | Option 1 |
| | | | | | | |
| IN | 2015-4827 | Ripley, Switzerland | 19 | 3/15/2022 | P00001 | Transition In |
| | | | 21 | 6/27/2022 | P00005 | Option 1 |
| | | | | | | |
| IN | 2015-4813 | Grant | 22 | 12/27/2022 | P00010 | Option 1 |
| | | | | | | |
| IN | 2015-4717 | Harrison | 22 | 12/26/2022 | P00011 | Option 1 |
| | | | | | | |
| IN | 2015-4787 | Marion | 22 | 12/26/2022 | P00011 | Option 1 |
| | | | | | | |
| KY | 2015-4695 | Casey | 25 | 12/26/2022 | P00011 | Option 1 |
| | | | | | | |
| KY | 2015-4691 | Graves | 22 | 12/26/2022 | P00011 | Option 1 |
| | | | | | | |
| KY | 2015-4717 | Jefferson | 22 | 12/26/2022 | P00011 | Option 1 |
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|---|----|-----------|------------------|----|------------|--------|----------|
| I | KY | 2015-4695 | Whitley | 25 | 12/26/2022 | P00011 | Option 1 |
| | | | | | | | |
| | LA | 2015-5179 | Lafourche | 20 | 12/27/2022 | P00010 | Option 1 |
| | | | | | | | |
| | LA | 2015-5761 | Tangipahoa | 20 | 12/21/2022 | P00010 | Option 1 |
| | | | | | | | |
| | LA | 2015-5185 | Calcasieu | 21 | 12/27/2022 | P00010 | Option 1 |
| | | | | | | | |
| | LA | 2015-5177 | East Baton Rouge | 20 | 12/27/2022 | P00010 | Option 1 |
| | | | | | | | |
| | LA | 2015-5203 | Bienville | 21 | 12/27/2022 | P00010 | Option 1 |
| | | | | | | | |
| | LA | 2015-5191 | Caddo | 20 | 12/27/2022 | P00010 | Option 1 |
| | | | | | | | |
| | LA | 2015-5203 | Richland | 21 | 12/27/2022 | P00010 | Option 1 |
| | | | | | | | |
| | LA | 2015-5179 | Terrebonne | 20 | 12/27/2022 | P00010 | Option 1 |
| | | | | | | | |
| I | LA | 2015-5177 | Ascension | 20 | 12/26/2022 | P00011 | Option 1 |
| | | | | | | | |
| I | LA | 2015-5191 | Bossier | 20 | 12/26/2022 | P00011 | Option 1 |
| | | | | | | | |
| I | LA | 2015-5203 | Lincoln | 21 | 12/26/2022 | P00011 | Option 1 |
| | | | | | | | |
| I | LA | 2015-5187 | Ouachita | 20 | 12/26/2022 | P00011 | Option 1 |
| | | | | | | | |
| I | LA | 2015-5189 | St Tammany | 24 | 12/26/2022 | P00011 | Option 1 |
| | | | | | | | |
| I | LA | 2015-5191 | Webster | 20 | 12/26/2022 | P00011 | Option 1 |
| | | | | | | | |
| | MI | 2015-4839 | Wayne | 20 | 12/27/2022 | P00010 | Option 1 |
| | | | | | | | |
| I | MI | 2015-4841 | Genesee | 22 | 12/26/2022 | P00011 | Option 1 |
| | | | | | | | |

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|---|----|-----------|----------------------|----|------------|----------|----------|
| I | MI | 2015-4851 | Jackson | 20 | 12/26/2022 | P00011 | Option 1 |
| | | | | | | | |
| I | MI | 2015-4867 | Macomb | 23 | 12/26/2022 | P00011 | Option 1 |
| | | | | | | | |
| I | MI | 2015-4867 | Oakland | 23 | 12/26/2022 | P00011 | Option 1 |
| | | | | | | | |
| | MN | 2015-4945 | Hennepin | 15 | 5/11/2021 | At Award | At Award |
| | | | | 20 | 7/1/2022 | P00005 | Option 1 |
| | | | | | | | |
| | | | | | | | |
| | MO | 2015-5085 | Jasper, Newton | 13 | 12/21/2020 | At Award | At Award |
| | | | | 19 | 7/11/2022 | P00005 | Option 1 |
| | | | | | | | |
| | MO | 2015-5075 | St. Louis | 17 | 5/14/2021 | At Award | At Award |
| | | | | 22 | 7/12/2022 | P00005 | Option 1 |
| | | | | | | | |
| | MO | 2015-5105 | Jackson | 19 | 12/27/2022 | P00010 | Option 1 |
| | | | | | | | |
| | MO | 2015-5075 | Jefferson | 23 | 12/27/2022 | P00010 | Option 1 |
| | | | | | | | |
| | MS | 2015-5161 | Washington | 23 | 12/27/2022 | P00010 | Option 1 |
| | | | | | | | |
| | MS | 2015-5161 | Sunflower | 23 | 12/27/2022 | P00010 | Option 1 |
| | | | | | | | |
| | MS | 2015-5163 | Issaquena | 23 | 12/27/2022 | P00010 | Option 1 |
| | | | | | | | |
| | MS | 2015-5153 | Madison | 20 | 12/27/2022 | P00010 | Option 1 |
| | | | | | | | |
| | MS | 2015-5173 | Warren | 24 | 12/27/2022 | P00010 | Option 1 |
| | | | | | | | |
| | MS | 2015-5153 | Yazoo, Rankin, Hinds | 20 | 12/27/2022 | P00010 | Option 1 |
| | | | | | | | |
| | MS | 2015-5169 | Jones | 20 | 12/27/2022 | P00010 | Option 1 |
| | | | | | | | |

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|----|-----------|----------------|----|------------|--------|----------|
| MS | 2015-5151 | Forrest | 21 | 12/27/2022 | P00010 | Option 1 |
| | | | | | | |
| MS | 2015-5147 | Jackson | 20 | 12/27/2022 | P00010 | Option 1 |
| | | | | | | |
| MS | 2015-5173 | Pike | 24 | 12/27/2022 | P00010 | Option 1 |
| | | | | | | |
| MS | 2015-5157 | Lowndes | 20 | 12/27/2022 | P00010 | Option 1 |
| | | | | | | |
| MS | 2015-5171 | Pearl River | 20 | 12/27/2022 | P00010 | Option 1 |
| | | | | | | |
| MS | 2015-5161 | Bolivar | 23 | 12/26/2022 | P00011 | Option 1 |
| | | | | | | |
| MS | 2015-5157 | Lee | 20 | 12/26/2022 | P00011 | Option 1 |
| | | | | | | |
| MS | 2015-5169 | Wayne | 20 | 12/26/2022 | P00011 | Option 1 |
| | | | | | | |
| MS | 2015-5157 | Winston | 20 | 12/26/2022 | P000XX | Option 1 |
| | | | | | | |
| MS | 2015-5157 | Clay | 20 | 12/26/2022 | P00011 | Option 1 |
| | | | | | | |
| NC | 2015-4399 | Forsyth | 20 | 12/27/2022 | P00010 | Option 1 |
| | | | | | | |
| NC | 2015-4381 | Guilford | 20 | 12/27/2022 | P00010 | Option 1 |
| | | | | | | |
| NC | 2015-4393 | Franklin, Wake | 22 | 12/27/2022 | P00010 | Option 1 |
| | | | | | | |
| NC | 2015-4383 | Pitt | 21 | 12/27/2022 | P00010 | Option 1 |
| | | | | | | |
| NC | 2015-4377 | Cumberland | 20 | 12/27/2022 | P00010 | Option 1 |
| | | | | | | |
| NC | 2015-4389 | Onslow | 23 | 12/27/2022 | P00010 | Option 1 |
| | | | | | | |
| NC | 2015-4417 | Ashe | 21 | 12/27/2022 | P00010 | Option 1 |
| | | | | | | |

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|----|-----------|---|----|------------|----------|---------------|
| NC | 2015-4423 | Mecklenburg | 22 | 12/27/2022 | P00010 | Option 1 |
| | | | | | | |
| NC | 2015-4411 | Cleveland | 22 | 12/27/2022 | P00010 | Option 1 |
| | | | | | | |
| NC | 2015-5781 | Craven | 20 | 12/26/2022 | P00011 | Option 1 |
| | | | | | | |
| NC | 2015-4423 | Iredell | 22 | 12/26/2022 | P00011 | Option 1 |
| | | | | | | |
| NC | 2015-4395 | Nash | 21 | 12/26/2022 | P00011 | Option 1 |
| | | | | | | |
| NC | 2015-4401 | Robeson | 21 | 12/26/2022 | P00011 | Option 1 |
| | | | | | | |
| NC | 2015-4379 | Wayne | 21 | 12/26/2022 | P00011 | Option 1 |
| | | | | | | |
| NJ | 2015-4191 | Burlington | 14 | 4/13/2021 | At Award | At Award |
| | | | 20 | 6/27/2022 | P00005 | Option 1 |
| | | | | | | |
| NJ | 2015-4195 | Ocean | 21 | 12/26/2022 | P00011 | Option 1 |
| | | | | | | |
| | | | | | | |
| NM | 2015-5443 | Bernalillo | 11 | 12/21/2020 | At Award | At Award |
| | | | 18 | 9/1/2022 | P00005 | Option 1 |
| | | | | | | |
| NM | 2015-5457 | Curry | 21 | 12/26/2022 | P00011 | Option 1 |
| | | | | | | |
| NM | 2015-5447 | Dona Ana | 19 | 12/26/2022 | P00011 | Option 1 |
| | | | | | | |
| NV | 2015-5593 | Clark | 19 | 3/15/2022 | P00001 | Transition In |
| | | | 21 | 6/27/2022 | P00005 | Option 1 |
| | | | | | | |
| NY | 2015-4143 | Albany, Rensselaer, Saratoga, Schenectady, Schoharie | 20 | 3/14/2022 | P00001 | Transition In |
| | | | 22 | 6/27/2022 | P00005 | Option 1 |
| | | | | | | |
| NY | 2015-4157 | Nassau, Suffolk | 17 | 3/15/2022 | P00001 | Transition In |

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|----|-----------|---|----|-----------|----------|---------------|
| | | | 19 | 6/27/2022 | P00005 | Option 1 |
| | | | | | | |
| OH | 2015-4733 | Allen | 16 | 3/15/2022 | P00001 | Transition In |
| | | | 18 | 6/27/2022 | P00005 | Option 1 |
| | | | | | | |
| OH | 2015-4751 | Ashland, Ashtabula, Erie, Huron, Wayne | 19 | 3/15/2022 | P00001 | Transition In |
| | | | 21 | 6/27/2022 | P00005 | Option 1 |
| | | | | | | |
| OH | 2015-4719 | Butler | 15 | 4/29/2021 | At Award | At Award |
| | | | 21 | 6/27/2022 | P00005 | Option 1 |
| | | | | | | |
| OH | 2015-4745 | Champaign, Drake, Logan, Preble, Shelby | 19 | 3/15/2022 | P00001 | Transition In |
| | | | 21 | 6/27/2022 | P00005 | Option 1 |
| | | | | | | |
| OH | 2015-4761 | Coshocton, Guernsey, Muskingum | 19 | 3/15/2022 | P00001 | Transition In |
| | | | 21 | 6/27/2022 | P00005 | Option 1 |
| | | | | | | |
| OH | 2015-4753 | Crawford, Holmes, Knox, Marion | 20 | 3/15/2022 | P00001 | Transition In |
| | | | 22 | 6/27/2022 | P00005 | Option 1 |
| | | | | | | |
| OH | 2015-4727 | Cuyahoga, Geauga, Lake, Lorain, Medina | 16 | 3/15/2022 | P00001 | Transitio In |
| | | | 19 | 7/14/2022 | P00005 | Option 1 |
| | | | | | | |
| OH | 2015-4729 | Delaware, Frnklin, Union | 15 | 5/5/2021 | At Award | At Award |
| | | | 21 | 6/27/2022 | P00005 | Option 1 |
| | | | | | | |
| OH | 2015-4741 | Fulton, Lucas, Wood | 16 | 3/15/2022 | P00001 | Transition In |
| | | | 18 | 6/27/2022 | P00005 | Option 1 |
| | | | | | | |
| OH | 2015-4731 | Greene, Miami, Montgomery | 16 | 3/15/2022 | P00001 | Transition In |
| | | | 18 | 6/27/2022 | P00005 | Option 1 |
| | | | | | | |

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|----|-----------|---|----|------------|---------|---------------|
| OH | 2015-4721 | Portage, Summit | 16 | 3/15/2022 | P00001 | Transition In |
| | | | 18 | 8/26/2022 | P00005 | Option 1 |
| | | | | | | |
| OH | 2015-4735 | Richland | 16 | 3/15/2022 | P00001 | Transition In |
| | | | 18 | 6/27/2022 | P00005 | Option 1 |
| | | | | | | |
| OH | 2015-4719 | Hamilton | 22 | 12/27/2022 | P00010 | Option 1 |
| | | | | | | |
| OK | 2015-5327 | Beckham | 21 | 12/26/2022 | P00011 | Option 1 |
| | | | | | | |
| PA | 2015-4235 | Allegheny, Armstrong, Beaver, Butler, Fayette, Washington, Westmoreland | 19 | 3/15/2022 | P00001 | Transition In |
| | | | 21 | 6/27/2022 | P00005 | Option 1 |
| | | | | | | |
| PA | 2015-5791 | Bucks, Chester, Montgomery | 18 | 3/15/2022 | P00001 | Transition In |
| | | | 20 | 6/27/2023 | P00005 | Option 1 |
| | | | | | | |
| PA | 2015-4225 | Cumberland, Dauphin, Perry | 20 | 3/15/2022 | P00001 | Transition In |
| | | | 22 | 6/27/2022 | P00005 | Option 1 |
| | | | | | | |
| PA | 2015-4233 | Delaware, Philadelphia | 22 | 3/15/2022 | P00001 | Transition In |
| | | | 24 | 6/27/2022 | P00005 | Option 1 |
| | | | | | | |
| PA | 2015-4223 | Erie | 19 | 3/15/2022 | P00001 | Transition In |
| | | | 21 | 6/27/2022 | P00005 | Option 1 |
| | | | | | | |
| PA | 2015-4239 | Lackawanna, Luzerne, Wyoming | 18 | 3/15/2022 | P00001 | Transition In |
| | | | 20 | 6/27/2022 | P00005 | Option 1 |
| | | | | | | |
| PA | 2015-4229 | Lancaster | 18 | 3/15/2022 | P000001 | Transition In |
| | | | 20 | 6/27/2022 | P000005 | Option 1 |
| | | | | | | |
| PA | 2015-4231 | Lebanon | 17 | 3/15/2022 | P00001 | Transition In |
| | | | 19 | 6/27/2022 | P00005 | Option 1 |

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|------|-----------|---------------------|----|------------|--------|--------------|
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| PA | 2015-4205 | Lehigh, Northampton | 19 | 3/15/2022 | P00001 | Transiton In |
| | | | 21 | 6/27/2022 | P00005 | Option 1 |
| | | | | | | |
| PA | 2015-5827 | Columbia | 21 | 12/27/2022 | P00010 | Option 1 |
| | | | | | | |
| I PA | 2015-4237 | Berks | 24 | 12/26/2022 | P00011 | Option 1 |
| | | | | | | |
| I PA | 2015-4247 | Clarion | 20 | 12/26/2022 | P00011 | Option 1 |
| | | | | | | |
| I PA | 2015-5797 | Monroe | 21 | 12/26/2022 | P00011 | Option 1 |
| | | | | | | |
| SC | 2015-4431 | Florence | 22 | 12/27/2022 | P00010 | Option 1 |
| | | | | | | |
| SC | 2015-4439 | Sumter | 19 | 12/27/2022 | P00010 | Option 1 |
| | | | | | | |
| SC | 2015-4429 | Richland | 22 | 12/27/2022 | P00010 | Option 1 |
| | | | | | | |
| SC | 2015-4437 | Spartanburg | 22 | 12/27/2022 | P00010 | Option 1 |
| | | | | | | |
| SC | 2015-4431 | Florence | 22 | 12/27/2022 | P00010 | Option 1 |
| | | | | | | |
| SC | 2015-4435 | Horry | 20 | 12/27/2022 | P00010 | Option 1 |
| | | | | | | |
| SC | 2015-4465 | Aiken | 21 | 12/27/2022 | P00010 | Option 1 |
| | | | | | | |
| SC | 2015-5737 | Jasper | 22 | 12/27/2022 | P00010 | Option 1 |
| | | | | | | |
| SC | 2015-4423 | Lancaster | 22 | 12/27/2022 | P00010 | Option 1 |
| | | | | | | |
| I SC | 2015-4433 | Anderson | 23 | 12/26/2022 | P00011 | Option 1 |
| | | | | | | |
| I SC | 2015-4455 | Dillon | 22 | 12/26/2022 | P00011 | Option 1 |
| | | | | | | |

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|---|-------|-----------|---|----|------------|--------|---------------|
| I | SC | 2015-4443 | Georgetown | 21 | 12/26/2022 | P00011 | Option 1 |
| | | | | | | | |
| I | SC | 2015-4429 | Kershaw | 22 | 12/26/2022 | P00011 | Option 1 |
| | | | | | | | |
| I | SC | 2015-4463 | Orangeburg | 23 | 12/26/2022 | P00011 | Option 1 |
| | | | | | | | |
| I | SC | 2015-4443 | Williamsburg | 21 | 12/26/2022 | P00011 | Option 1 |
| | | | | | | | |
| | TN | 2015-4657 | Bedford, Lewis, Marshall, Perry | 19 | 3/15/2022 | P00001 | Transition In |
| | | | | 21 | 6/27/2022 | P00005 | Option 1 |
| | | | | | | | |
| | TN | 2015-4649 | Benton, Carroll, Decatur, Dyer, Gibson, Hardeman, Hardin, Haywood, Henderson, Henry, Lake, Lauderdale, McNairy, Obion, Weakley | 19 | 3/15/2022 | P00001 | Transition In |
| | | | | 21 | 6/27/2022 | P00005 | Option 1 |
| | | | | | | | |
| | TN | 2015-4647 | Cannon, Cheatham, Davidson, Dickson, Hickman, Macon, Maury, Robertson, Rutherford, Smith, Sumner, Trousdale, Williamson, Wilson | 19 | 3/15/2022 | P00001 | Transition In |
| | | | | 21 | 8/26/2022 | P00005 | Option 1 |
| | | | | | | | |
| | TN | 2015-4639 | Chester, Crockett, Madison | 16 | 3/15/2022 | P00001 | Transition In |
| | | | | 18 | 8/26/2022 | P00005 | Option 1 |
| | | | | | | | |
| | TN | 2015-4661 | Clay, De Kalb, Jackson, Overton, Putnam, Warren, White | 19 | 3/15/2022 | P00001 | Transition In |
| | | | | 21 | 6/27/2022 | P00005 | Option 1 |
| | | | | | | | |
| | TN | 2015-4655 | Coffee, Franklin, Grundy | 19 | 3/15/2022 | P00001 | Transition In |
| | | | | 21 | 6/27/2022 | P00005 | Option 1 |
| | | | | | | | |
| | TN/KY | 2015-4675 | Montgomery, Christian, Trigg | 16 | 3/15/2022 | P00001 | Transition In |
| | | | | 18 | 8/26/2022 | P00005 | Option 1 |
| | | | | | | | |

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|----|-----------|---|----|------------|----------|---------------|
| TN | 2015-4673 | Shelby | 14 | 4/28/2021 | At Award | At Award |
| | | | 20 | 6/27/2022 | P00005 | Option 1 |
| | | | | | | |
| TN | 2015-4339 | Sullivan | 19 | 12/27/2022 | P00010 | Option 1 |
| | | | | | | |
| TX | 2015-5233 | Austin, Brazoria, Chambers, Fort Bend, Galveston, Harris, Liberty, Montgomery, Waller | 21 | 3/15/2022 | P00001 | Transition In |
| | | | 23 | 7/13/2022 | P00005 | Option 1 |
| | | | | | | |
| TX | 2015-5227 | Collin, Dallas, Denton, Ellis, Hunt, Kaufman, Rockwall | 17 | 3/15/2022 | P00001 | Transition In |
| | | | 18 | 7/14/2022 | P00005 | Option 1 |
| | | | | | | |
| TX | 2015-5231 | Johnson, Parker, Tarrant, Wise | 21 | 3/15/2022 | P00001 | Transition In |
| | | | 22 | 7/14/2022 | P00005 | Option 1 |
| | | | | | | |
| TX | 2015-5145 | Bowie | 20 | 12/27/2022 | P00010 | Option 1 |
| | | | | | | |
| TX | 2015-5279 | Angelina | 23 | 12/27/2022 | P00010 | Option 1 |
| | | | | | | |
| TX | 2015-5263 | Wichita | 20 | 12/27/2022 | P00010 | Option 1 |
| | | | | | | |
| TX | 2015-5237 | Bell | 21 | 12/27/2022 | P00010 | Option 1 |
| | | | | | | |
| TX | 2015-5217 | Orange | 22 | 12/27/2022 | P00010 | Option 1 |
| | | | | | | |
| TX | 2015-5217 | Jefferson | 22 | 12/27/2022 | P00010 | Option 1 |
| | | | | | | |
| TX | 2015-5253 | Bexar | 20 | 12/27/2022 | P00010 | Option 1 |
| | | | | | | |
| TX | 2015-5225 | San Patricio | 20 | 12/27/2022 | P00010 | Option 1 |
| | | | | | | |
| TX | 2015-5243 | Lubbock | 20 | 12/27/2022 | P00010 | Option 1 |
| | | | | | | |
| TX | 2015-5261 | McLennan | 20 | 12/27/2022 | P00010 | Option 1 |

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|---|----|-----------|-----------------------|----|------------|----------|----------|
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| I | TX | 2015-5219 | Cameron | 21 | 12/26/2022 | P00011 | Option 1 |
| | | | | | | | |
| I | TX | 2015-5237 | Coryell | 21 | 2/26/2022 | P00011 | Option 1 |
| | | | | | | | |
| I | TX | 2015-5229 | El Paso | 20 | 12/26/2022 | P00011 | Option 1 |
| | | | | | | | |
| I | TX | 2015-5245 | Hidalgo | 20 | 12/26/2022 | P00011 | Option 1 |
| | | | | | | | |
| I | TX | 2015-5843 | Hopkins | 20 | 12/26/2022 | P00011 | Option 1 |
| | | | | | | | |
| | UT | 2015-5487 | Washington | 20 | 12/27/2022 | P00010 | Option 1 |
| | | | | | | | |
| | VA | 2015-4313 | Caroline | 21 | 12/27/2022 | P00010 | Option 1 |
| | | | | | | | |
| | VA | 2015-4323 | Cumberland | 24 | 12/27/2022 | P00010 | Option 1 |
| | | | | | | | |
| | VA | 2015-4331 | Richmond | 22 | 12/27/2022 | P00010 | Option |
| | | | | | | | |
| | VA | 2015-4313 | Henrico | 21 | 12/27/2022 | P00010 | Option 1 |
| | | | | | | | |
| | VA | 2015-4341 | Newport News, Hampton | 22 | 12/27/2022 | P00010 | Option 1 |
| | | | | | | | |
| | VA | 2015-4325 | Danville | 25 | 12/27/2022 | P00010 | Option 1 |
| | | | | | | | |
| | VA | 2015-4317 | Buchanan | 22 | 12/27/2022 | P00010 | Option 1 |
| | | | | | | | |
| I | VA | 2015-4327 | Accomack | 22 | 12/26/2022 | P00011 | Option 1 |
| | | | | | | | |
| I | VA | 2015-4341 | Portsmouth City | 22 | 12/26/2022 | P00011 | Option 1 |
| | | | | | | | |
| I | VA | 2015-4315 | Roanoke | 21 | 12/26/2022 | P00011 | Option 1 |
| | | | | | | | |
| | WA | 2015-5535 | King | 13 | 6/15/2021 | At Award | At Award |

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|----|-----------|-----------|----|------------|--------|----------|
| | | | 18 | 7/21/2022 | P00005 | Option 1 |
| | | | | | | |
| WA | 2015-5539 | Pierce | 22 | 12/27/2022 | P00010 | Option 1 |
| | | | | | | |
| WI | 2015-4897 | Dane | 21 | 12/26/2022 | P00011 | Option 1 |
| | | | | | | |
| WI | 2015-4887 | Outagamie | 20 | 12/26/2022 | P00011 | Option 1 |
| | | | | | | |
| WV | 2015-4297 | Berkeley | 22 | 12/26/2022 | P00011 | Option 1 |
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| "REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor | U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210 Wage Determination No.: 2015-5477 Revision No.: 19 Date Of Last Revision: 03/15/2022 |
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Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

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|---|--|
| If the contract is entered into on or after January 30 2022 or the contract is renewed or extended (e.g. an option is exercised) on or after January 30 2022: | With certain exceptions Executive Order 14026 applies to the contract. The contractor must pay all covered workers at least \$15.00 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in 2022. |
| If the contract was awarded on or between January 1 2015 and January 29 2022 and the contract is not renewed or extended on or after January 30 2022: | With certain exceptions Executive Order 13658 applies to the contract. The contractor must pay all covered workers at least \$11.25 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in 2022. |

The applicable Executive Order minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the Executive Orders is available at <https://www.dol.gov/agencies/whd/government-contracts>.

State: Arizona

Area: Arizona Counties of Apache Gila Navajo

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|----------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 14.85*** |
| 01012 - Accounting Clerk II | | 16.68 |
| 01013 - Accounting Clerk III | | 18.65 |
| 01020 - Administrative Assistant | | 25.36 |
| 01035 - Court Reporter | | 18.01 |
| 01041 - Customer Service Representative I | | 13.74*** |
| 01042 - Customer Service Representative II | | 14.99*** |
| 01043 - Customer Service Representative III | | 16.84 |
| 01051 - Data Entry Operator I | | 13.08*** |
| 01052 - Data Entry Operator II | | 14.27*** |
| 01060 - Dispatcher Motor Vehicle | | 16.40 |
| 01070 - Document Preparation Clerk | | 14.34*** |
| 01090 - Duplicating Machine Operator | | 14.34*** |
| 01111 - General Clerk I | | 13.78*** |
| 01112 - General Clerk II | | 15.04 |
| 01113 - General Clerk III | | 16.87 |

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| 01120 - Housing Referral Assistant | 20.78 |
| 01141 - Messenger Courier | 12.33*** |
| 01191 - Order Clerk I | 13.42*** |
| 01192 - Order Clerk II | 14.86*** |
| 01261 - Personnel Assistant (Employment) I | 15.95 |
| 01262 - Personnel Assistant (Employment) II | 17.84 |
| 01263 - Personnel Assistant (Employment) III | 19.88 |
| 01270 - Production Control Clerk | 26.97 |
| 01290 - Rental Clerk | 14.97*** |
| 01300 - Scheduler Maintenance | 16.66 |
| 01311 - Secretary I | 16.66 |
| 01312 - Secretary II | 18.64 |
| 01313 - Secretary III | 20.78 |
| 01320 - Service Order Dispatcher | 14.32*** |
| 01410 - Supply Technician | 25.36 |
| 01420 - Survey Worker | 16.63 |
| 01460 - Switchboard Operator/Receptionist | 13.44*** |
| 01531 - Travel Clerk I | 14.33*** |
| 01532 - Travel Clerk II | 15.66 |
| 01533 - Travel Clerk III | 16.88 |
| 01611 - Word Processor I | 15.53 |
| 01612 - Word Processor II | 17.44 |
| 01613 - Word Processor III | 19.50 |
| 05000 - Automotive Service Occupations | |
| 05005 - Automobile Body Repairer Fiberglass | 20.34 |
| 05010 - Automotive Electrician | 20.30 |
| 05040 - Automotive Glass Installer | 19.42 |
| 05070 - Automotive Worker | 19.42 |
| 05110 - Mobile Equipment Servicer | 16.62 |
| 05130 - Motor Equipment Metal Mechanic | 22.69 |
| 05160 - Motor Equipment Metal Worker | 19.62 |
| 05190 - Motor Vehicle Mechanic | 21.59 |
| 05220 - Motor Vehicle Mechanic Helper | 15.12 |
| 05250 - Motor Vehicle Upholstery Worker | 18.14 |
| 05280 - Motor Vehicle Wrecker | 19.62 |
| 05310 - Painter Automotive | 22.12 |
| 05340 - Radiator Repair Specialist | 19.58 |
| 05370 - Tire Repairer | 14.37*** |
| 05400 - Transmission Repair Specialist | 21.59 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 13.65*** |
| 07041 - Cook I | 14.67*** |
| 07042 - Cook II | 16.93 |
| 07070 - Dishwasher | 12.18*** |
| 07130 - Food Service Worker | 13.00*** |
| 07210 - Meat Cutter | 16.58 |
| 07260 - Waiter/Waitress | 12.72*** |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 25.66 |
| 09040 - Furniture Handler | 16.10 |
| 09080 - Furniture Refinisher | 25.66 |
| 09090 - Furniture Refinisher Helper | 19.23 |
| 09110 - Furniture Repairer Minor | 22.45 |
| 09130 - Upholsterer | 25.66 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner Vehicles | 12.33*** |
| 11060 - Elevator Operator | 14.15*** |
| 11090 - Gardener | 17.39 |
| 11122 - Housekeeping Aide | 14.15*** |
| 11150 - Janitor | 14.15*** |
| 11210 - Laborer Grounds Maintenance | 13.43*** |
| 11240 - Maid or Houseman | 12.38*** |
| 11260 - Pruner | 12.46*** |
| 11270 - Tractor Operator | 16.05 |
| 11330 - Trail Maintenance Worker | 13.43*** |

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| 11360 - Window Cleaner | 15.19 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 17.23 |
| 12011 - Breath Alcohol Technician | 21.73 |
| 12012 - Certified Occupational Therapist Assistant | 29.81 |
| 12015 - Certified Physical Therapist Assistant | 25.20 |
| 12020 - Dental Assistant | 19.02 |
| 12025 - Dental Hygienist | 44.74 |
| 12030 - EKG Technician | 32.93 |
| 12035 - Electroneurodiagnostic Technologist | 32.93 |
| 12040 - Emergency Medical Technician | 17.23 |
| 12071 - Licensed Practical Nurse I | 19.43 |
| 12072 - Licensed Practical Nurse II | 21.73 |
| 12073 - Licensed Practical Nurse III | 24.22 |
| 12100 - Medical Assistant | 16.49 |
| 12130 - Medical Laboratory Technician | 24.72 |
| 12160 - Medical Record Clerk | 17.52 |
| 12190 - Medical Record Technician | 19.59 |
| 12195 - Medical Transcriptionist | 19.43 |
| 12210 - Nuclear Medicine Technologist | 47.75 |
| 12221 - Nursing Assistant I | 12.26*** |
| 12222 - Nursing Assistant II | 13.77*** |
| 12223 - Nursing Assistant III | 15.03 |
| 12224 - Nursing Assistant IV | 16.88 |
| 12235 - Optical Dispenser | 18.17 |
| 12236 - Optical Technician | 19.43 |
| 12250 - Pharmacy Technician | 18.43 |
| 12280 - Phlebotomist | 17.37 |
| 12305 - Radiologic Technologist | 31.03 |
| 12311 - Registered Nurse I | 26.93 |
| 12312 - Registered Nurse II | 33.08 |
| 12313 - Registered Nurse II Specialist | 33.08 |
| 12314 - Registered Nurse III | 40.02 |
| 12315 - Registered Nurse III Anesthetist | 40.02 |
| 12316 - Registered Nurse IV | 47.96 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 26.92 |
| 12320 - Substance Abuse Treatment Counselor | 21.74 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 17.08 |
| 13012 - Exhibits Specialist II | 21.08 |
| 13013 - Exhibits Specialist III | 25.71 |
| 13041 - Illustrator I | 18.79 |
| 13042 - Illustrator II | 23.18 |
| 13043 - Illustrator III | 28.27 |
| 13047 - Librarian | 23.06 |
| 13050 - Library Aide/Clerk | 14.20*** |
| 13054 - Library Information Technology Systems Administrator | 20.92 |
| 13058 - Library Technician | 14.31*** |
| 13061 - Media Specialist I | 15.03 |
| 13062 - Media Specialist II | 16.81 |
| 13063 - Media Specialist III | 18.75 |
| 13071 - Photographer I | 14.99*** |
| 13072 - Photographer II | 17.27 |
| 13073 - Photographer III | 21.32 |
| 13074 - Photographer IV | 26.01 |
| 13075 - Photographer V | 31.55 |
| 13090 - Technical Order Library Clerk | 17.22 |
| 13110 - Video Teleconference Technician | 16.68 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 17.48 |
| 14042 - Computer Operator II | 19.54 |
| 14043 - Computer Operator III | 21.79 |
| 14044 - Computer Operator IV | 24.22 |
| 14045 - Computer Operator V | 26.82 |

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| 14071 - Computer Programmer I | (see 1) | 23.00 |
| 14072 - Computer Programmer II | (see 1) | 26.05 |
| 14073 - Computer Programmer III | (see 1) | |
| 14074 - Computer Programmer IV | (see 1) | |
| 14101 - Computer Systems Analyst I | (see 1) | |
| 14102 - Computer Systems Analyst II | (see 1) | |
| 14103 - Computer Systems Analyst III | (see 1) | |
| 14150 - Peripheral Equipment Operator | | 17.48 |
| 14160 - Personal Computer Support Technician | | 25.03 |
| 14170 - System Support Specialist | | 26.81 |
| 15000 - Instructional Occupations | | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | | 30.83 |
| 15020 - Aircrew Training Devices Instructor (Rated) | | 37.31 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | | 44.71 |
| 15050 - Computer Based Training Specialist / Instructor | | 30.83 |
| 15060 - Educational Technologist | | 29.16 |
| 15070 - Flight Instructor (Pilot) | | 44.71 |
| 15080 - Graphic Artist | | 21.86 |
| 15085 - Maintenance Test Pilot Fixed Jet/Prop | | 44.71 |
| 15086 - Maintenance Test Pilot Rotary Wing | | 44.71 |
| 15088 - Non-Maintenance Test/Co-Pilot | | 44.71 |
| 15090 - Technical Instructor | | 29.31 |
| 15095 - Technical Instructor/Course Developer | | 35.86 |
| 15110 - Test Proctor | | 23.66 |
| 15120 - Tutor | | 23.66 |
| 16000 - Laundry Dry-Cleaning Pressing And Related Occupations | | |
| 16010 - Assembler | | 15.11 |
| 16030 - Counter Attendant | | 15.11 |
| 16040 - Dry Cleaner | | 17.89 |
| 16070 - Finisher Flatwork Machine | | 15.11 |
| 16090 - Presser Hand | | 15.11 |
| 16110 - Presser Machine Drycleaning | | 15.11 |
| 16130 - Presser Machine Shirts | | 15.11 |
| 16160 - Presser Machine Wearing Apparel Laundry | | 15.11 |
| 16190 - Sewing Machine Operator | | 18.63 |
| 16220 - Tailor | | 19.38 |
| 16250 - Washer Machine | | 16.39 |
| 19000 - Machine Tool Operation And Repair Occupations | | |
| 19010 - Machine-Tool Operator (Tool Room) | | 25.66 |
| 19040 - Tool And Die Maker | | 31.55 |
| 21000 - Materials Handling And Packing Occupations | | |
| 21020 - Forklift Operator | | 13.88*** |
| 21030 - Material Coordinator | | 26.06 |
| 21040 - Material Expediter | | 26.06 |
| 21050 - Material Handling Laborer | | 13.51*** |
| 21071 - Order Filler | | 12.66*** |
| 21080 - Production Line Worker (Food Processing) | | 13.88*** |
| 21110 - Shipping Packer | | 16.79 |
| 21130 - Shipping/Receiving Clerk | | 16.79 |
| 21140 - Store Worker I | | 14.50*** |
| 21150 - Stock Clerk | | 18.19 |
| 21210 - Tools And Parts Attendant | | 13.88*** |
| 21410 - Warehouse Specialist | | 13.88*** |
| 23000 - Mechanics And Maintenance And Repair Occupations | | |
| 23010 - Aerospace Structural Welder | | 29.45 |
| 23019 - Aircraft Logs and Records Technician | | 23.41 |
| 23021 - Aircraft Mechanic I | | 27.87 |
| 23022 - Aircraft Mechanic II | | 29.45 |
| 23023 - Aircraft Mechanic III | | 31.24 |
| 23040 - Aircraft Mechanic Helper | | 19.51 |
| 23050 - Aircraft Painter | | 26.48 |
| 23060 - Aircraft Servicer | | 23.41 |
| 23070 - Aircraft Survival Flight Equipment Technician | | 26.48 |
| 23080 - Aircraft Worker | | 25.08 |
| 23091 - Aircrew Life Support Equipment (ALSE) Mechanic | | 25.08 |

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| 23092 - Aircrew Life Support Equipment (ALSE) Mechanic | 27.87 |
| II | |
| 23110 - Appliance Mechanic | 25.66 |
| 23120 - Bicycle Repairer | 20.85 |
| 23125 - Cable Splicer | 36.85 |
| 23130 - Carpenter Maintenance | 20.71 |
| 23140 - Carpet Layer | 24.05 |
| 23160 - Electrician Maintenance | 34.30 |
| 23181 - Electronics Technician Maintenance I | 24.05 |
| 23182 - Electronics Technician Maintenance II | 25.66 |
| 23183 - Electronics Technician Maintenance III | 27.29 |
| 23260 - Fabric Worker | 22.45 |
| 23290 - Fire Alarm System Mechanic | 27.29 |
| 23310 - Fire Extinguisher Repairer | 20.85 |
| 23311 - Fuel Distribution System Mechanic | 29.33 |
| 23312 - Fuel Distribution System Operator | 21.87 |
| 23370 - General Maintenance Worker | 17.48 |
| 23380 - Ground Support Equipment Mechanic | 27.87 |
| 23381 - Ground Support Equipment Servicer | 23.41 |
| 23382 - Ground Support Equipment Worker | 25.08 |
| 23391 - Gunsmith I | 20.85 |
| 23392 - Gunsmith II | 24.05 |
| 23393 - Gunsmith III | 27.29 |
| 23410 - Heating Ventilation And Air-Conditioning Mechanic | 19.83 |
| 23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) | 20.95 |
| 23430 - Heavy Equipment Mechanic | 29.21 |
| 23440 - Heavy Equipment Operator | 25.67 |
| 23460 - Instrument Mechanic | 27.29 |
| 23465 - Laboratory/Shelter Mechanic | 25.66 |
| 23470 - Laborer | 13.51*** |
| 23510 - Locksmith | 25.66 |
| 23530 - Machinery Maintenance Mechanic | 29.35 |
| 23550 - Machinist Maintenance | 25.37 |
| 23580 - Maintenance Trades Helper | 18.26 |
| 23591 - Metrology Technician I | 27.29 |
| 23592 - Metrology Technician II | 28.69 |
| 23593 - Metrology Technician III | 30.17 |
| 23640 - Millwright | 27.29 |
| 23710 - Office Appliance Repairer | 25.66 |
| 23760 - Painter Maintenance | 20.20 |
| 23790 - Pipefitter Maintenance | 24.40 |
| 23810 - Plumber Maintenance | 22.95 |
| 23820 - Pneudraulic Systems Mechanic | 27.29 |
| 23850 - Rigger | 27.29 |
| 23870 - Scale Mechanic | 24.05 |
| 23890 - Sheet-Metal Worker Maintenance | 21.77 |
| 23910 - Small Engine Mechanic | 24.05 |
| 23931 - Telecommunications Mechanic I | 33.54 |
| 23932 - Telecommunications Mechanic II | 35.26 |
| 23950 - Telephone Lineman | 27.13 |
| 23960 - Welder Combination Maintenance | 29.48 |
| 23965 - Well Driller | 24.97 |
| 23970 - Woodcraft Worker | 27.29 |
| 23980 - Woodworker | 20.85 |
| 24000 - Personal Needs Occupations | |
| 24550 - Case Manager | 15.79 |
| 24570 - Child Care Attendant | 12.23*** |
| 24580 - Child Care Center Clerk | 16.79 |
| 24610 - Chore Aide | 12.55*** |
| 24620 - Family Readiness And Support Services Coordinator | 15.79 |
| 24630 - Homemaker | 18.38 |

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| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 27.29 |
| 25040 - Sewage Plant Operator | 22.71 |
| 25070 - Stationary Engineer | 27.29 |
| 25190 - Ventilation Equipment Tender | 19.23 |
| 25210 - Water Treatment Plant Operator | 22.71 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 18.73 |
| 27007 - Baggage Inspector | 16.00 |
| 27008 - Corrections Officer | 19.52 |
| 27010 - Court Security Officer | 20.49 |
| 27030 - Detection Dog Handler | 17.89 |
| 27040 - Detention Officer | 19.52 |
| 27070 - Firefighter | 21.80 |
| 27101 - Guard I | 16.00 |
| 27102 - Guard II | 17.89 |
| 27131 - Police Officer I | 25.69 |
| 27132 - Police Officer II | 28.53 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 15.94 |
| 28042 - Carnival Equipment Repairer | 17.28 |
| 28043 - Carnival Worker | 12.43*** |
| 28210 - Gate Attendant/Gate Tender | 16.50 |
| 28310 - Lifeguard | 13.21*** |
| 28350 - Park Attendant (Aide) | 18.47 |
| 28510 - Recreation Aide/Health Facility Attendant | 13.48*** |
| 28515 - Recreation Specialist | 22.88 |
| 28630 - Sports Official | 14.70*** |
| 28690 - Swimming Pool Operator | 19.93 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 26.73 |
| 29020 - Hatch Tender | 26.73 |
| 29030 - Line Handler | 26.73 |
| 29041 - Stevedore I | 24.94 |
| 29042 - Stevedore II | 28.48 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist Center (HFO) (see 2) | 40.72 |
| 30011 - Air Traffic Control Specialist Station (HFO) (see 2) | 28.08 |
| 30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) | 30.92 |
| 30021 - Archeological Technician I | 17.95 |
| 30022 - Archeological Technician II | 20.08 |
| 30023 - Archeological Technician III | 24.88 |
| 30030 - Cartographic Technician | 24.88 |
| 30040 - Civil Engineering Technician | 25.89 |
| 30051 - Cryogenic Technician I | 27.55 |
| 30052 - Cryogenic Technician II | 30.42 |
| 30061 - Drafter/CAD Operator I | 17.95 |
| 30062 - Drafter/CAD Operator II | 20.08 |
| 30063 - Drafter/CAD Operator III | 22.38 |
| 30064 - Drafter/CAD Operator IV | 27.55 |
| 30081 - Engineering Technician I | 16.02 |
| 30082 - Engineering Technician II | 17.98 |
| 30083 - Engineering Technician III | 21.48 |
| 30084 - Engineering Technician IV | 25.33 |
| 30085 - Engineering Technician V | 30.42 |
| 30086 - Engineering Technician VI | 36.81 |
| 30090 - Environmental Technician | 24.88 |
| 30095 - Evidence Control Specialist | 24.88 |
| 30210 - Laboratory Technician | 28.60 |
| 30221 - Latent Fingerprint Technician I | 27.55 |
| 30222 - Latent Fingerprint Technician II | 30.42 |
| 30240 - Mathematical Technician | 24.88 |
| 30361 - Paralegal/Legal Assistant I | 21.19 |
| 30362 - Paralegal/Legal Assistant II | 25.62 |
| 30363 - Paralegal/Legal Assistant III | 31.34 |

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| 30364 - Paralegal/Legal Assistant IV | 37.93 |
| 30375 - Petroleum Supply Specialist | 30.42 |
| 30390 - Photo-Optics Technician | 24.88 |
| 30395 - Radiation Control Technician | 30.42 |
| 30461 - Technical Writer I | 24.88 |
| 30462 - Technical Writer II | 30.42 |
| 30463 - Technical Writer III | 36.81 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 25.88 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 31.31 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 37.53 |
| 30494 - Unexploded (UXO) Safety Escort | 25.88 |
| 30495 - Unexploded (UXO) Sweep Personnel | 25.88 |
| 30501 - Weather Forecaster I | 27.55 |
| 30502 - Weather Forecaster II | 33.51 |
| 30620 - Weather Observer Combined Upper Air Or | (see 2) 22.38 |
| Surface Programs | |
| 30621 - Weather Observer Senior | (see 2) 24.88 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31010 - Airplane Pilot | 31.31 |
| 31020 - Bus Aide | 11.97*** |
| 31030 - Bus Driver | 19.47 |
| 31043 - Driver Courier | 18.01 |
| 31260 - Parking and Lot Attendant | 14.04*** |
| 31290 - Shuttle Bus Driver | 18.39 |
| 31310 - Taxi Driver | 14.36*** |
| 31361 - Truckdriver Light | 19.52 |
| 31362 - Truckdriver Medium | 21.02 |
| 31363 - Truckdriver Heavy | 21.40 |
| 31364 - Truckdriver Tractor-Trailer | 21.40 |
| 99000 - Miscellaneous Occupations | |
| 99020 - Cabin Safety Specialist | 15.26 |
| 99030 - Cashier | 12.64*** |
| 99050 - Desk Clerk | 12.80*** |
| 99095 - Embalmer | 28.19 |
| 99130 - Flight Follower | 25.88 |
| 99251 - Laboratory Animal Caretaker I | 15.87 |
| 99252 - Laboratory Animal Caretaker II | 17.35 |
| 99260 - Marketing Analyst | 27.59 |
| 99310 - Mortician | 28.19 |
| 99410 - Pest Controller | 23.25 |
| 99510 - Photofinishing Worker | 13.60*** |
| 99710 - Recycling Laborer | 20.17 |
| 99711 - Recycling Specialist | 24.28 |
| 99730 - Refuse Collector | 18.16 |
| 99810 - Sales Clerk | 12.68*** |
| 99820 - School Crossing Guard | 13.48*** |
| 99830 - Survey Party Chief | 32.05 |
| 99831 - Surveying Aide | 19.30 |
| 99832 - Surveying Technician | 27.21 |
| 99840 - Vending Machine Attendant | 19.91 |
| 99841 - Vending Machine Repairer | 24.89 |
| 99842 - Vending Machine Repairer Helper | 19.91 |

***Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 (\$15.00 per hour) or 13658 (\$11.25 per hour). Please see the Note at the top of the wage determination for more information. Please also note that the minimum wage requirements of Executive Order 14026 and 13658 are not currently being enforced as to contracts or contract-like instruments entered into with the federal government in connection with seasonal recreational services or seasonal recreational equipment rental for the general public on federal lands.

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.60 per hour up to 40 hours per week or \$184.00 per week or \$797.33 per month

HEALTH & WELFARE EO 13706: \$4.23 per hour up to 40 hours per week or \$169.20 per week or \$733.20 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 5 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Juneteenth National Independence Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than \$27.63 (or on a salary or fee basis at a rate not less than \$455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541.400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds \$27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees

who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

**** HAZARDOUS PAY DIFFERENTIAL ****

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary

affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However in those instances where the uniforms furnished are made of "wash and wear" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

**** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS ****

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

**** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) ****

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR 4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).
- 4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

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| "REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor | U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210 Wage Determination No.: 2015-5719 Revision No.: 16 Date Of Last Revision: 03/15/2022 |
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Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

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| If the contract is entered into on or after January 30 2022 or the contract is renewed or extended (e.g. an option is exercised) on or after January 30 2022: | With certain exceptions Executive Order 14026 applies to the contract. The contractor must pay all covered workers at least \$15.00 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in 2022. |
| If the contract was awarded on or between January 1 2015 and January 29 2022 and the contract is not renewed or extended on or after January 30 2022: | With certain exceptions Executive Order 13658 applies to the contract. The contractor must pay all covered workers at least \$11.25 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in 2022. |

The applicable Executive Order minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the Executive Orders is available at <https://www.dol.gov/agencies/whd/government-contracts>.

State: Arizona

Area: Arizona County of Cochise

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|----------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 14.65*** |
| 01012 - Accounting Clerk II | | 16.45 |
| 01013 - Accounting Clerk III | | 18.40 |
| 01020 - Administrative Assistant | | 22.92 |
| 01035 - Court Reporter | | 17.97 |
| 01041 - Customer Service Representative I | | 12.43*** |
| 01042 - Customer Service Representative II | | 13.59*** |
| 01043 - Customer Service Representative III | | 15.26 |
| 01051 - Data Entry Operator I | | 14.32*** |
| 01052 - Data Entry Operator II | | 15.63 |
| 01060 - Dispatcher Motor Vehicle | | 17.31 |
| 01070 - Document Preparation Clerk | | 13.74*** |
| 01090 - Duplicating Machine Operator | | 13.74*** |
| 01111 - General Clerk I | | 12.66*** |
| 01112 - General Clerk II | | 13.82*** |
| 01113 - General Clerk III | | 15.52 |

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| 01120 - Housing Referral Assistant | 19.23 |
| 01141 - Messenger Courier | 11.20*** |
| 01191 - Order Clerk I | 13.66*** |
| 01192 - Order Clerk II | 14.91*** |
| 01261 - Personnel Assistant (Employment) I | 16.87 |
| 01262 - Personnel Assistant (Employment) II | 18.86 |
| 01263 - Personnel Assistant (Employment) III | 21.02 |
| 01270 - Production Control Clerk | 22.87 |
| 01290 - Rental Clerk | 14.42*** |
| 01300 - Scheduler Maintenance | 15.43 |
| 01311 - Secretary I | 15.43 |
| 01312 - Secretary II | 17.25 |
| 01313 - Secretary III | 19.23 |
| 01320 - Service Order Dispatcher | 15.15 |
| 01410 - Supply Technician | 22.92 |
| 01420 - Survey Worker | 15.38 |
| 01460 - Switchboard Operator/Receptionist | 13.54*** |
| 01531 - Travel Clerk I | 13.44*** |
| 01532 - Travel Clerk II | 14.14*** |
| 01533 - Travel Clerk III | 14.79*** |
| 01611 - Word Processor I | 13.74*** |
| 01612 - Word Processor II | 15.62 |
| 01613 - Word Processor III | 17.50 |
| 05000 - Automotive Service Occupations | |
| 05005 - Automobile Body Repairer Fiberglass | 24.81 |
| 05010 - Automotive Electrician | 24.74 |
| 05040 - Automotive Glass Installer | 23.32 |
| 05070 - Automotive Worker | 23.32 |
| 05110 - Mobile Equipment Servicer | 20.71 |
| 05130 - Motor Equipment Metal Mechanic | 25.96 |
| 05160 - Motor Equipment Metal Worker | 23.32 |
| 05190 - Motor Vehicle Mechanic | 25.96 |
| 05220 - Motor Vehicle Mechanic Helper | 19.39 |
| 05250 - Motor Vehicle Upholstery Worker | 22.01 |
| 05280 - Motor Vehicle Wrecker | 23.32 |
| 05310 - Painter Automotive | 24.59 |
| 05340 - Radiator Repair Specialist | 23.32 |
| 05370 - Tire Repairer | 14.39*** |
| 05400 - Transmission Repair Specialist | 25.96 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 20.08 |
| 07041 - Cook I | 13.22*** |
| 07042 - Cook II | 14.91*** |
| 07070 - Dishwasher | 12.72*** |
| 07130 - Food Service Worker | 13.08*** |
| 07210 - Meat Cutter | 18.40 |
| 07260 - Waiter/Waitress | 13.56*** |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 22.87 |
| 09040 - Furniture Handler | 15.36 |
| 09080 - Furniture Refinisher | 22.87 |
| 09090 - Furniture Refinisher Helper | 17.93 |
| 09110 - Furniture Repairer Minor | 20.46 |
| 09130 - Upholsterer | 22.87 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner Vehicles | 12.56*** |
| 11060 - Elevator Operator | 13.24*** |
| 11090 - Gardener | 16.52 |
| 11122 - Housekeeping Aide | 13.24*** |
| 11150 - Janitor | 13.24*** |
| 11210 - Laborer Grounds Maintenance | 13.20*** |
| 11240 - Maid or Houseman | 12.27*** |
| 11260 - Pruner | 12.13*** |
| 11270 - Tractor Operator | 15.41 |
| 11330 - Trail Maintenance Worker | 13.20*** |

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| 11360 - Window Cleaner | 14.42*** |
| 12000 - Health Occupations | |
| 12010 Ambulance Driver | 18.84 |
| 12011 - Breath Alcohol Technician | 20.41 |
| 12012 - Certified Occupational Therapist Assistant | 28.00 |
| 12015 - Certified Physical Therapist Assistant | 27.94 |
| 12020 Dental Assistant | 18.41 |
| 12025 - Dental Hygienist | 43.74 |
| 12030 - EKG Technician | 30.92 |
| 12035 - Electroneurodiagnostic Technologist | 30.92 |
| 12040 Emergency Medical Technician | 18.84 |
| 12071 - Licensed Practical Nurse I | 18.25 |
| 12072 - Licensed Practical Nurse II | 20.41 |
| 12073 - Licensed Practical Nurse III | 22.75 |
| 12100 Medical Assistant | 14.85*** |
| 12130 - Medical Laboratory Technician | 26.29 |
| 12160 - Medical Record Clerk | 16.18 |
| 12190 - Medical Record Technician | 18.09 |
| 12195 Medical Transcriptionist | 18.25 |
| 12210 - Nuclear Medicine Technologist | 44.85 |
| 12221 - Nursing Assistant I | 11.87*** |
| 12222 - Nursing Assistant II | 13.35*** |
| 12223 Nursing Assistant III | 14.56*** |
| 12224 - Nursing Assistant IV | 16.34 |
| 12235 - Optical Dispenser | 20.41 |
| 12236 - Optical Technician | 18.25 |
| 12250 Pharmacy Technician | 17.47 |
| 12280 - Phlebotomist | 18.21 |
| 12305 - Radiologic Technologist | 30.86 |
| 12311 - Registered Nurse I | 25.04 |
| 12312 Registered Nurse II | 30.63 |
| 12313 - Registered Nurse II Specialist | 30.63 |
| 12314 - Registered Nurse III | 37.06 |
| 12315 - Registered Nurse III Anesthetist | 37.06 |
| 12316 Registered Nurse IV | 44.41 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 25.29 |
| 12320 - Substance Abuse Treatment Counselor | 24.44 |
| 13000 - Information And Arts Occupations | |
| 13011 Exhibits Specialist I | 17.70 |
| 13012 - Exhibits Specialist II | 21.53 |
| 13013 - Exhibits Specialist III | 26.33 |
| 13041 - Illustrator I | 18.56 |
| 13042 Illustrator II | 21.47 |
| 13043 - Illustrator III | 26.26 |
| 13047 - Librarian | 22.65 |
| 13050 - Library Aide/Clerk | 12.42*** |
| 13054 Library Information Technology Systems Administrator | 20.46 |
| 13058 - Library Technician | 17.94 |
| 13061 - Media Specialist I | 14.76*** |
| 13062 Media Specialist II | 16.51 |
| 13063 - Media Specialist III | 18.41 |
| 13071 - Photographer I | 14.80*** |
| 13072 - Photographer II | 18.32 |
| 13073 Photographer III | 20.51 |
| 13074 - Photographer IV | 25.09 |
| 13075 - Photographer V | 30.35 |
| 13090 - Technical Order Library Clerk | 15.47 |
| 13110 Video Teleconference Technician | 16.98 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 17.01 |
| 14042 - Computer Operator II | 19.02 |
| 14043 Computer Operator III | 21.22 |
| 14044 - Computer Operator IV | 23.57 |
| 14045 - Computer Operator V | 26.10 |

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| 14071 - Computer Programmer I | (see 1) | 18.14 |
| 14072 - Computer Programmer II | (see 1) | 22.30 |
| 14073 - Computer Programmer III | (see 1) | 26.60 |
| 14074 - Computer Programmer IV | (see 1) | |
| 14101 - Computer Systems Analyst I | (see 1) | |
| 14102 - Computer Systems Analyst II | (see 1) | |
| 14103 - Computer Systems Analyst III | (see 1) | |
| 14150 - Peripheral Equipment Operator | | 17.01 |
| 14160 - Personal Computer Support Technician | | 23.57 |
| 14170 - System Support Specialist | | 33.75 |
| 15000 - Instructional Occupations | | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | | 30.13 |
| 15020 - Aircrew Training Devices Instructor (Rated) | | 36.46 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | | 43.69 |
| 15050 - Computer Based Training Specialist / Instructor | | 30.13 |
| 15060 - Educational Technologist | | 30.84 |
| 15070 - Flight Instructor (Pilot) | | 43.69 |
| 15080 - Graphic Artist | | 29.17 |
| 15085 - Maintenance Test Pilot Fixed Jet/Prop | | 43.69 |
| 15086 - Maintenance Test Pilot Rotary Wing | | 43.69 |
| 15088 - Non-Maintenance Test/Co-Pilot | | 43.69 |
| 15090 - Technical Instructor | | 28.86 |
| 15095 - Technical Instructor/Course Developer | | 35.30 |
| 15110 - Test Proctor | | 23.31 |
| 15120 - Tutor | | 23.31 |
| 16000 - Laundry Dry-Cleaning Pressing And Related Occupations | | |
| 16010 - Assembler | | 13.29*** |
| 16030 - Counter Attendant | | 13.29*** |
| 16040 - Dry Cleaner | | 15.18 |
| 16070 - Finisher Flatwork Machine | | 13.29*** |
| 16090 - Presser Hand | | 13.29*** |
| 16110 - Presser Machine Drycleaning | | 13.29*** |
| 16130 - Presser Machine Shirts | | 13.29*** |
| 16160 - Presser Machine Wearing Apparel Laundry | | 13.29*** |
| 16190 - Sewing Machine Operator | | 15.81 |
| 16220 - Tailor | | 16.45 |
| 16250 - Washer Machine | | 13.92*** |
| 19000 - Machine Tool Operation And Repair Occupations | | |
| 19010 - Machine-Tool Operator (Tool Room) | | 22.87 |
| 19040 - Tool And Die Maker | | 27.95 |
| 21000 - Materials Handling And Packing Occupations | | |
| 21020 - Forklift Operator | | 14.05*** |
| 21030 - Material Coordinator | | 22.87 |
| 21040 - Material Expediter | | 22.87 |
| 21050 - Material Handling Laborer | | 14.27*** |
| 21071 - Order Filler | | 14.08*** |
| 21080 - Production Line Worker (Food Processing) | | 14.05*** |
| 21110 - Shipping Packer | | 13.93*** |
| 21130 - Shipping/Receiving Clerk | | 13.93*** |
| 21140 - Store Worker I | | 14.73*** |
| 21150 - Stock Clerk | | 19.06 |
| 21210 - Tools And Parts Attendant | | 14.05*** |
| 21410 - Warehouse Specialist | | 14.05*** |
| 23000 - Mechanics And Maintenance And Repair Occupations | | |
| 23010 - Aerospace Structural Welder | | 26.83 |
| 23019 - Aircraft Logs and Records Technician | | 21.81 |
| 23021 - Aircraft Mechanic I | | 25.49 |
| 23022 - Aircraft Mechanic II | | 26.82 |
| 23023 - Aircraft Mechanic III | | 28.09 |
| 23040 - Aircraft Mechanic Helper | | 19.13 |
| 23050 - Aircraft Painter | | 25.19 |
| 23060 - Aircraft Servicer | | 21.81 |
| 23070 - Aircraft Survival Flight Equipment Technician | | 25.19 |
| 23080 - Aircraft Worker | | 23.03 |
| 23091 - Aircrew Life Support Equipment (ALSE) Mechanic | | 23.03 |

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| 23092 - Aircrew Life Support Equipment (ALSE) Mechanic | 25.49 |
| II | |
| 23110 - Appliance Mechanic | 22.87 |
| 23120 - Bicycle Repairer | 19.22 |
| 23125 - Cable Splicer | 31.15 |
| 23130 - Carpenter Maintenance | 18.32 |
| 23140 - Carpet Layer | 21.67 |
| 23160 - Electrician Maintenance | 21.53 |
| 23181 - Electronics Technician Maintenance I | 24.15 |
| 23182 - Electronics Technician Maintenance II | 26.90 |
| 23183 - Electronics Technician Maintenance III | 28.40 |
| 23260 - Fabric Worker | 20.46 |
| 23290 - Fire Alarm System Mechanic | 24.16 |
| 23310 - Fire Extinguisher Repairer | 19.22 |
| 23311 - Fuel Distribution System Mechanic | 24.16 |
| 23312 - Fuel Distribution System Operator | 19.22 |
| 23370 - General Maintenance Worker | 16.69 |
| 23380 - Ground Support Equipment Mechanic | 25.49 |
| 23381 - Ground Support Equipment Servicer | 21.81 |
| 23382 - Ground Support Equipment Worker | 23.03 |
| 23391 - Gunsmith I | 19.22 |
| 23392 - Gunsmith II | 21.67 |
| 23393 - Gunsmith III | 24.16 |
| 23410 - Heating Ventilation And Air-Conditioning Mechanic | 18.84 |
| 23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) | 19.83 |
| 23430 - Heavy Equipment Mechanic | 24.16 |
| 23440 - Heavy Equipment Operator | 22.91 |
| 23460 - Instrument Mechanic | 24.16 |
| 23465 - Laboratory/Shelter Mechanic | 22.87 |
| 23470 - Laborer | 14.27*** |
| 23510 - Locksmith | 22.87 |
| 23530 - Machinery Maintenance Mechanic | 24.90 |
| 23550 - Machinist Maintenance | 24.16 |
| 23580 - Maintenance Trades Helper | 17.44 |
| 23591 - Metrology Technician I | 24.16 |
| 23592 - Metrology Technician II | 25.43 |
| 23593 - Metrology Technician III | 26.69 |
| 23640 - Millwright | 24.16 |
| 23710 - Office Appliance Repairer | 22.87 |
| 23760 - Painter Maintenance | 19.34 |
| 23790 - Pipefitter Maintenance | 22.37 |
| 23810 - Plumber Maintenance | 21.19 |
| 23820 - Pneudraulic Systems Mechanic | 24.16 |
| 23850 - Rigger | 24.16 |
| 23870 - Scale Mechanic | 21.67 |
| 23890 - Sheet-Metal Worker Maintenance | 24.16 |
| 23910 - Small Engine Mechanic | 21.67 |
| 23931 - Telecommunications Mechanic I | 29.33 |
| 23932 - Telecommunications Mechanic II | 30.87 |
| 23950 - Telephone Lineman | 24.16 |
| 23960 - Welder Combination Maintenance | 25.56 |
| 23965 - Well Driller | 24.16 |
| 23970 - Woodcraft Worker | 24.16 |
| 23980 - Woodworker | 19.22 |
| 24000 - Personal Needs Occupations | |
| 24550 - Case Manager | 19.04 |
| 24570 - Child Care Attendant | 12.92*** |
| 24580 - Child Care Center Clerk | 16.10 |
| 24610 - Chore Aide | 12.61*** |
| 24620 - Family Readiness And Support Services Coordinator | 19.04 |
| 24630 - Homemaker | 19.04 |

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| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 24.16 |
| 25040 - Sewage Plant Operator | 22.27 |
| 25070 - Stationary Engineer | 24.16 |
| 25190 - Ventilation Equipment Tender | 17.93 |
| 25210 - Water Treatment Plant Operator | 22.27 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 23.17 |
| 27007 - Baggage Inspector | 15.69 |
| 27008 - Corrections Officer | 21.42 |
| 27010 - Court Security Officer | 22.42 |
| 27030 - Detection Dog Handler | 17.90 |
| 27040 - Detention Officer | 21.42 |
| 27070 - Firefighter | 23.52 |
| 27101 - Guard I | 15.69 |
| 27102 - Guard II | 17.90 |
| 27131 - Police Officer I | 24.73 |
| 27132 - Police Officer II | 29.60 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 9.50*** |
| 28042 - Carnival Equipment Repairer | 10.20*** |
| 28043 - Carnival Worker | 8.24*** |
| 28210 - Gate Attendant/Gate Tender | 15.88 |
| 28310 - Lifeguard | 14.15*** |
| 28350 - Park Attendant (Aide) | 17.77 |
| 28510 - Recreation Aide/Health Facility Attendant | 13.08*** |
| 28515 - Recreation Specialist | 21.31 |
| 28630 - Sports Official | 14.15*** |
| 28690 - Swimming Pool Operator | 24.61 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 21.67 |
| 29020 - Hatch Tender | 21.67 |
| 29030 - Line Handler | 21.67 |
| 29041 - Stevedore I | 20.46 |
| 29042 - Stevedore II | 22.87 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist Center (HFO) (see 2) | 40.72 |
| 30011 - Air Traffic Control Specialist Station (HFO) (see 2) | 28.08 |
| 30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) | 30.92 |
| 30021 - Archeological Technician I | 17.28 |
| 30022 - Archeological Technician II | 19.33 |
| 30023 - Archeological Technician III | 23.96 |
| 30030 - Cartographic Technician | 23.96 |
| 30040 - Civil Engineering Technician | 22.98 |
| 30051 - Cryogenic Technician I | 24.67 |
| 30052 - Cryogenic Technician II | 27.24 |
| 30061 - Drafter/CAD Operator I | 17.28 |
| 30062 - Drafter/CAD Operator II | 19.33 |
| 30063 - Drafter/CAD Operator III | 21.56 |
| 30064 - Drafter/CAD Operator IV | 26.52 |
| 30081 - Engineering Technician I | 14.98*** |
| 30082 - Engineering Technician II | 16.21 |
| 30083 - Engineering Technician III | 18.81 |
| 30084 - Engineering Technician IV | 22.28 |
| 30085 - Engineering Technician V | 27.24 |
| 30086 - Engineering Technician VI | 32.97 |
| 30090 - Environmental Technician | 22.28 |
| 30095 - Evidence Control Specialist | 22.28 |
| 30210 - Laboratory Technician | 20.05 |
| 30221 - Latent Fingerprint Technician I | 24.67 |
| 30222 - Latent Fingerprint Technician II | 27.24 |
| 30240 - Mathematical Technician | 23.96 |
| 30361 - Paralegal/Legal Assistant I | 21.49 |
| 30362 - Paralegal/Legal Assistant II | 26.65 |
| 30363 - Paralegal/Legal Assistant III | 31.22 |

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| 30364 - Paralegal/Legal Assistant IV | 37.78 |
| 30375 - Petroleum Supply Specialist | 27.24 |
| 30390 - Photo-Optics Technician | 23.96 |
| 30395 - Radiation Control Technician | 27.24 |
| 30461 - Technical Writer I | 22.28 |
| 30462 - Technical Writer II | 27.24 |
| 30463 - Technical Writer III | 32.97 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 25.88 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 31.31 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 37.53 |
| 30494 - Unexploded (UXO) Safety Escort | 25.88 |
| 30495 - Unexploded (UXO) Sweep Personnel | 25.88 |
| 30501 - Weather Forecaster I | 26.52 |
| 30502 - Weather Forecaster II | 32.36 |
| 30620 - Weather Observer Combined Upper Air Or | (see 2) 21.56 |
| Surface Programs | |
| 30621 - Weather Observer Senior | (see 2) 23.96 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31010 - Airplane Pilot | 31.31 |
| 31020 - Bus Aide | 13.84*** |
| 31030 - Bus Driver | 18.43 |
| 31043 - Driver Courier | 17.13 |
| 31260 - Parking and Lot Attendant | 13.48*** |
| 31290 - Shuttle Bus Driver | 17.47 |
| 31310 - Taxi Driver | 13.70*** |
| 31361 - Truckdriver Light | 18.36 |
| 31362 - Truckdriver Medium | 19.54 |
| 31363 - Truckdriver Heavy | 20.53 |
| 31364 - Truckdriver Tractor-Trailer | 20.53 |
| 99000 - Miscellaneous Occupations | |
| 99020 - Cabin Safety Specialist | 15.26 |
| 99030 - Cashier | 12.62*** |
| 99050 - Desk Clerk | 12.21*** |
| 99095 - Embalmer | 25.88 |
| 99130 - Flight Follower | 25.88 |
| 99251 - Laboratory Animal Caretaker I | 15.02 |
| 99252 - Laboratory Animal Caretaker II | 16.06 |
| 99260 - Marketing Analyst | 29.13 |
| 99310 - Mortician | 25.88 |
| 99410 - Pest Controller | 23.47 |
| 99510 - Photofinishing Worker | 13.60*** |
| 99710 - Recycling Laborer | 17.54 |
| 99711 - Recycling Specialist | 20.48 |
| 99730 - Refuse Collector | 16.12 |
| 99810 - Sales Clerk | 12.66*** |
| 99820 - School Crossing Guard | 15.58 |
| 99830 - Survey Party Chief | 26.74 |
| 99831 - Surveying Aide | 15.13 |
| 99832 - Surveying Technician | 18.77 |
| 99840 - Vending Machine Attendant | 20.57 |
| 99841 - Vending Machine Repairer | 24.86 |
| 99842 - Vending Machine Repairer Helper | 20.57 |

***Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 (\$15.00 per hour) or 13658 (\$11.25 per hour). Please see the Note at the top of the wage determination for more information. Please also note that the minimum wage requirements of Executive Order 14026 and 13658 are not currently being enforced as to contracts or contract-like instruments entered into with the federal government in connection with seasonal recreational services or seasonal recreational equipment rental for the general public on federal lands.

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.60 per hour up to 40 hours per week or \$184.00 per week or \$797.33 per month

HEALTH & WELFARE EO 13706: \$4.23 per hour up to 40 hours per week or \$169.20 per week or \$733.20 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 5 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Juneteenth National Independence Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than \$27.63 (or on a salary or fee basis at a rate not less than \$455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541.400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds \$27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees

who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

**** HAZARDOUS PAY DIFFERENTIAL ****

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary

affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However in those instances where the uniforms furnished are made of "wash and wear" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

**** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS ****

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

**** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) ****

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR 4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).
- 4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

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| "REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor | | U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210 |
| Daniel W. Simms Director | | Wage Determination No.: 2015-5465 Revision No.: 18 Date Of Last Revision: 03/15/2022 |

Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

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| If the contract is entered into on or after January 30 2022 or the contract is renewed or extended (e.g. an option is exercised) on or after January 30 2022: | With certain exceptions Executive Order 14026 applies to the contract. The contractor must pay all covered workers at least \$15.00 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in 2022. |
| If the contract was awarded on or between January 1 2015 and January 29 2022 and the contract is not renewed or extended on or after January 30 2022: | With certain exceptions Executive Order 13658 applies to the contract. The contractor must pay all covered workers at least \$11.25 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in 2022. |

The applicable Executive Order minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the Executive Orders is available at <https://www.dol.gov/agencies/whd/government-contracts>.

State: Arizona

Area: Arizona County of Coconino

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|----------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 15.41 |
| 01012 - Accounting Clerk II | | 17.30 |
| 01013 - Accounting Clerk III | | 19.35 |
| 01020 - Administrative Assistant | | 25.36 |
| 01035 - Court Reporter | | 18.40 |
| 01041 - Customer Service Representative I | | 14.09*** |
| 01042 - Customer Service Representative II | | 15.37 |
| 01043 - Customer Service Representative III | | 17.26 |
| 01051 - Data Entry Operator I | | 14.16*** |
| 01052 - Data Entry Operator II | | 15.44 |
| 01060 - Dispatcher Motor Vehicle | | 22.18 |
| 01070 - Document Preparation Clerk | | 14.36*** |
| 01090 - Duplicating Machine Operator | | 14.36*** |
| 01111 - General Clerk I | | 15.69 |
| 01112 - General Clerk II | | 17.12 |
| 01113 - General Clerk III | | 19.23 |

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| 01120 - Housing Referral Assistant | 20.78 |
| 01141 - Messenger Courier | 12.95*** |
| 01191 - Order Clerk I | 13.17*** |
| 01192 - Order Clerk II | 14.86*** |
| 01261 - Personnel Assistant (Employment) I | 15.92 |
| 01262 - Personnel Assistant (Employment) II | 17.81 |
| 01263 - Personnel Assistant (Employment) III | 19.86 |
| 01270 - Production Control Clerk | 24.52 |
| 01290 - Rental Clerk | 14.97*** |
| 01300 - Scheduler Maintenance | 16.66 |
| 01311 - Secretary I | 16.66 |
| 01312 - Secretary II | 18.64 |
| 01313 - Secretary III | 20.78 |
| 01320 - Service Order Dispatcher | 19.84 |
| 01410 - Supply Technician | 25.36 |
| 01420 - Survey Worker | 18.29 |
| 01460 - Switchboard Operator/Receptionist | 14.54*** |
| 01531 - Travel Clerk I | 15.19 |
| 01532 - Travel Clerk II | 16.59 |
| 01533 - Travel Clerk III | 17.86 |
| 01611 - Word Processor I | 14.36*** |
| 01612 - Word Processor II | 16.12 |
| 01613 - Word Processor III | 18.04 |
| 05000 - Automotive Service Occupations | |
| 05005 - Automobile Body Repairer Fiberglass | 22.82 |
| 05010 - Automotive Electrician | 21.25 |
| 05040 - Automotive Glass Installer | 19.80 |
| 05070 - Automotive Worker | 19.80 |
| 05110 - Mobile Equipment Servicer | 16.96 |
| 05130 - Motor Equipment Metal Mechanic | 22.69 |
| 05160 - Motor Equipment Metal Worker | 19.80 |
| 05190 - Motor Vehicle Mechanic | 22.65 |
| 05220 - Motor Vehicle Mechanic Helper | 15.52 |
| 05250 - Motor Vehicle Upholstery Worker | 18.38 |
| 05280 - Motor Vehicle Wrecker | 19.80 |
| 05310 - Painter Automotive | 22.12 |
| 05340 - Radiator Repair Specialist | 19.80 |
| 05370 - Tire Repairer | 14.21*** |
| 05400 - Transmission Repair Specialist | 22.65 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 13.47*** |
| 07041 - Cook I | 15.79 |
| 07042 - Cook II | 18.43 |
| 07070 - Dishwasher | 12.35*** |
| 07130 - Food Service Worker | 13.56*** |
| 07210 - Meat Cutter | 17.57 |
| 07260 - Waiter/Waitress | 12.43*** |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 24.22 |
| 09040 - Furniture Handler | 14.92*** |
| 09080 - Furniture Refinisher | 24.22 |
| 09090 - Furniture Refinisher Helper | 17.81 |
| 09110 - Furniture Repairer Minor | 21.37 |
| 09130 - Upholsterer | 24.22 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner Vehicles | 13.63*** |
| 11060 - Elevator Operator | 13.63*** |
| 11090 - Gardener | 19.18 |
| 11122 - Housekeeping Aide | 14.28*** |
| 11150 - Janitor | 14.28*** |
| 11210 - Laborer Grounds Maintenance | 14.70*** |
| 11240 - Maid or Houseman | 12.72*** |
| 11260 - Pruner | 13.82*** |
| 11270 - Tractor Operator | 17.56 |
| 11330 - Trail Maintenance Worker | 14.70*** |

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| 11360 - Window Cleaner | 15.09 |
| 12000 - Health Occupations | |
| 12010 Ambulance Driver | 21.43 |
| 12011 - Breath Alcohol Technician | 24.35 |
| 12012 - Certified Occupational Therapist Assistant | 33.41 |
| 12015 - Certified Physical Therapist Assistant | 30.49 |
| 12020 Dental Assistant | 18.29 |
| 12025 - Dental Hygienist | 43.09 |
| 12030 - EKG Technician | 36.90 |
| 12035 - Electroneurodiagnostic Technologist | 36.90 |
| 12040 Emergency Medical Technician | 21.43 |
| 12071 - Licensed Practical Nurse I | 21.78 |
| 12072 - Licensed Practical Nurse II | 24.35 |
| 12073 - Licensed Practical Nurse III | 27.14 |
| 12100 Medical Assistant | 17.68 |
| 12130 - Medical Laboratory Technician | 22.87 |
| 12160 - Medical Record Clerk | 19.37 |
| 12190 - Medical Record Technician | 21.66 |
| 12195 Medical Transcriptionist | 21.78 |
| 12210 - Nuclear Medicine Technologist | 53.51 |
| 12221 - Nursing Assistant I | 11.51*** |
| 12222 - Nursing Assistant II | 12.94*** |
| 12223 Nursing Assistant III | 14.12*** |
| 12224 - Nursing Assistant IV | 15.85 |
| 12235 - Optical Dispenser | 24.35 |
| 12236 - Optical Technician | 21.78 |
| 12250 Pharmacy Technician | 20.04 |
| 12280 - Phlebotomist | 16.75 |
| 12305 - Radiologic Technologist | 36.90 |
| 12311 - Registered Nurse I | 30.16 |
| 12312 Registered Nurse II | 36.90 |
| 12313 - Registered Nurse II Specialist | 36.90 |
| 12314 - Registered Nurse III | 44.65 |
| 12315 - Registered Nurse III Anesthetist | 44.65 |
| 12316 Registered Nurse IV | 53.51 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 30.16 |
| 12320 - Substance Abuse Treatment Counselor | 23.94 |
| 13000 - Information And Arts Occupations | |
| 13011 Exhibits Specialist I | 19.94 |
| 13012 - Exhibits Specialist II | 24.69 |
| 13013 - Exhibits Specialist III | 30.21 |
| 13041 - Illustrator I | 20.15 |
| 13042 Illustrator II | 24.95 |
| 13043 - Illustrator III | 30.53 |
| 13047 - Librarian | 27.35 |
| 13050 - Library Aide/Clerk | 15.44 |
| 13054 Library Information Technology Systems Administrator | 24.69 |
| 13058 - Library Technician | 20.19 |
| 13061 - Media Specialist I | 17.82 |
| 13062 Media Specialist II | 19.94 |
| 13063 - Media Specialist III | 22.23 |
| 13071 - Photographer I | 17.05 |
| 13072 - Photographer II | 19.07 |
| 13073 Photographer III | 23.62 |
| 13074 - Photographer IV | 28.90 |
| 13075 - Photographer V | 34.97 |
| 13090 - Technical Order Library Clerk | 19.39 |
| 13110 Video Teleconference Technician | 18.35 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 16.54 |
| 14042 - Computer Operator II | 18.51 |
| 14043 Computer Operator III | 20.64 |
| 14044 - Computer Operator IV | 22.93 |
| 14045 - Computer Operator V | 25.40 |

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| 14071 - Computer Programmer I | (see 1) | 23.10 |
| 14072 - Computer Programmer II | (see 1) | |
| 14073 - Computer Programmer III | (see 1) | |
| 14074 - Computer Programmer IV | (see 1) | |
| 14101 - Computer Systems Analyst I | (see 1) | |
| 14102 - Computer Systems Analyst II | (see 1) | |
| 14103 - Computer Systems Analyst III | (see 1) | |
| 14150 - Peripheral Equipment Operator | | 16.54 |
| 14160 - Personal Computer Support Technician | | 22.93 |
| 14170 - System Support Specialist | | 27.43 |
| 15000 - Instructional Occupations | | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | | 30.38 |
| 15020 - Aircrew Training Devices Instructor (Rated) | | 36.76 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | | 44.05 |
| 15050 - Computer Based Training Specialist / Instructor | | 30.38 |
| 15060 - Educational Technologist | | 28.33 |
| 15070 - Flight Instructor (Pilot) | | 44.05 |
| 15080 - Graphic Artist | | 24.21 |
| 15085 - Maintenance Test Pilot Fixed Jet/Prop | | 44.05 |
| 15086 - Maintenance Test Pilot Rotary Wing | | 44.05 |
| 15088 - Non-Maintenance Test/Co-Pilot | | 44.05 |
| 15090 - Technical Instructor | | 24.24 |
| 15095 - Technical Instructor/Course Developer | | 29.66 |
| 15110 - Test Proctor | | 19.57 |
| 15120 - Tutor | | 19.57 |
| 16000 - Laundry Dry-Cleaning Pressing And Related Occupations | | |
| 16010 - Assembler | | 14.92*** |
| 16030 - Counter Attendant | | 14.92*** |
| 16040 - Dry Cleaner | | 17.89 |
| 16070 - Finisher Flatwork Machine | | 14.92*** |
| 16090 - Presser Hand | | 14.92*** |
| 16110 - Presser Machine Drycleaning | | 14.92*** |
| 16130 - Presser Machine Shirts | | 14.92*** |
| 16160 - Presser Machine Wearing Apparel Laundry | | 14.92*** |
| 16190 - Sewing Machine Operator | | 18.63 |
| 16220 - Tailor | | 19.38 |
| 16250 - Washer Machine | | 16.21 |
| 19000 - Machine Tool Operation And Repair Occupations | | |
| 19010 - Machine-Tool Operator (Tool Room) | | 24.51 |
| 19040 - Tool And Die Maker | | 31.81 |
| 21000 - Materials Handling And Packing Occupations | | |
| 21020 - Forklift Operator | | 20.80 |
| 21030 - Material Coordinator | | 24.21 |
| 21040 - Material Expediter | | 24.21 |
| 21050 - Material Handling Laborer | | 14.76*** |
| 21071 - Order Filler | | 14.52*** |
| 21080 - Production Line Worker (Food Processing) | | 20.80 |
| 21110 - Shipping Packer | | 15.11 |
| 21130 - Shipping/Receiving Clerk | | 15.11 |
| 21140 - Store Worker I | | 15.32 |
| 21150 - Stock Clerk | | 18.42 |
| 21210 - Tools And Parts Attendant | | 20.80 |
| 21410 - Warehouse Specialist | | 20.80 |
| 23000 - Mechanics And Maintenance And Repair Occupations | | |
| 23010 - Aerospace Structural Welder | | 32.32 |
| 23019 - Aircraft Logs and Records Technician | | 25.00 |
| 23021 - Aircraft Mechanic I | | 30.82 |
| 23022 - Aircraft Mechanic II | | 32.32 |
| 23023 - Aircraft Mechanic III | | 34.29 |
| 23040 - Aircraft Mechanic Helper | | 21.12 |
| 23050 - Aircraft Painter | | 28.92 |
| 23060 - Aircraft Servicer | | 25.00 |
| 23070 - Aircraft Survival Flight Equipment Technician | | 28.92 |
| 23080 - Aircraft Worker | | 26.94 |
| 23091 - Aircrew Life Support Equipment (ALSE) Mechanic | | 26.94 |

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| I | |
| 23092 - Aircrew Life Support Equipment (ALSE) Mechanic | 30.82 |
| II | |
| 23110 - Appliance Mechanic | 25.35 |
| 23120 - Bicycle Repairer | 19.33 |
| 23125 - Cable Splicer | 35.41 |
| 23130 - Carpenter Maintenance | 21.30 |
| 23140 - Carpet Layer | 22.88 |
| 23160 - Electrician Maintenance | 21.59 |
| 23181 - Electronics Technician Maintenance I | 23.62 |
| 23182 - Electronics Technician Maintenance II | 25.35 |
| 23183 - Electronics Technician Maintenance III | 27.02 |
| 23260 - Fabric Worker | 21.53 |
| 23290 - Fire Alarm System Mechanic | 27.02 |
| 23310 - Fire Extinguisher Repairer | 20.23 |
| 23311 - Fuel Distribution System Mechanic | 30.26 |
| 23312 - Fuel Distribution System Operator | 22.65 |
| 23370 - General Maintenance Worker | 17.96 |
| 23380 - Ground Support Equipment Mechanic | 30.82 |
| 23381 - Ground Support Equipment Servicer | 25.00 |
| 23382 - Ground Support Equipment Worker | 26.94 |
| 23391 - Gunsmith I | 20.23 |
| 23392 - Gunsmith II | 23.62 |
| 23393 - Gunsmith III | 27.02 |
| 23410 - Heating Ventilation And Air-Conditioning Mechanic | 22.41 |
| 23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) | 23.50 |
| 23430 - Heavy Equipment Mechanic | 26.41 |
| 23440 - Heavy Equipment Operator | 24.62 |
| 23460 - Instrument Mechanic | 27.02 |
| 23465 - Laboratory/Shelter Mechanic | 25.35 |
| 23470 - Laborer | 14.76*** |
| 23510 - Locksmith | 25.35 |
| 23530 - Machinery Maintenance Mechanic | 31.02 |
| 23550 - Machinist Maintenance | 23.60 |
| 23580 - Maintenance Trades Helper | 15.73 |
| 23591 - Metrology Technician I | 27.02 |
| 23592 - Metrology Technician II | 28.33 |
| 23593 - Metrology Technician III | 30.05 |
| 23640 - Millwright | 27.02 |
| 23710 - Office Appliance Repairer | 25.35 |
| 23760 - Painter Maintenance | 17.31 |
| 23790 - Pipefitter Maintenance | 23.72 |
| 23810 - Plumber Maintenance | 22.25 |
| 23820 - Pneudraulic Systems Mechanic | 27.02 |
| 23850 - Rigger | 27.02 |
| 23870 - Scale Mechanic | 23.62 |
| 23890 - Sheet-Metal Worker Maintenance | 26.35 |
| 23910 - Small Engine Mechanic | 19.99 |
| 23931 - Telecommunications Mechanic I | 34.40 |
| 23932 - Telecommunications Mechanic II | 36.08 |
| 23950 - Telephone Lineman | 26.70 |
| 23960 - Welder Combination Maintenance | 23.12 |
| 23965 - Well Driller | 27.02 |
| 23970 - Woodcraft Worker | 27.02 |
| 23980 - Woodworker | 20.23 |
| 24000 - Personal Needs Occupations | |
| 24550 - Case Manager | 17.62 |
| 24570 - Child Care Attendant | 12.60*** |
| 24580 - Child Care Center Clerk | 16.79 |
| 24610 - Chore Aide | 12.83*** |
| 24620 - Family Readiness And Support Services Coordinator | 17.62 |
| 24630 - Homemaker | 18.38 |

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| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 27.66 |
| 25040 - Sewage Plant Operator | 22.85 |
| 25070 - Stationary Engineer | 27.66 |
| 25190 - Ventilation Equipment Tender | 18.95 |
| 25210 - Water Treatment Plant Operator | 22.85 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 21.93 |
| 27007 - Baggage Inspector | 14.42*** |
| 27008 - Corrections Officer | 20.25 |
| 27010 - Court Security Officer | 20.49 |
| 27030 - Detection Dog Handler | 16.13 |
| 27040 - Detention Officer | 20.25 |
| 27070 - Firefighter | 21.80 |
| 27101 - Guard I | 14.42*** |
| 27102 - Guard II | 16.13 |
| 27131 - Police Officer I | 25.80 |
| 27132 - Police Officer II | 28.68 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 16.56 |
| 28042 - Carnival Equipment Repairer | 18.09 |
| 28043 - Carnival Worker | 12.63*** |
| 28210 - Gate Attendant/Gate Tender | 15.35 |
| 28310 - Lifeguard | 13.66*** |
| 28350 - Park Attendant (Aide) | 17.16 |
| 28510 - Recreation Aide/Health Facility Attendant | 12.52*** |
| 28515 - Recreation Specialist | 21.26 |
| 28630 - Sports Official | 13.66*** |
| 28690 - Swimming Pool Operator | 21.12 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 23.62 |
| 29020 - Hatch Tender | 23.62 |
| 29030 - Line Handler | 23.62 |
| 29041 - Stevedore I | 21.91 |
| 29042 - Stevedore II | 25.35 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist Center (HFO) (see 2) | 40.29 |
| 30011 - Air Traffic Control Specialist Station (HFO) (see 2) | 27.78 |
| 30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) | 30.59 |
| 30021 - Archeological Technician I | 17.49 |
| 30022 - Archeological Technician II | 19.84 |
| 30023 - Archeological Technician III | 24.25 |
| 30030 - Cartographic Technician | 24.59 |
| 30040 - Civil Engineering Technician | 23.57 |
| 30051 - Cryogenic Technician I | 26.82 |
| 30052 - Cryogenic Technician II | 29.62 |
| 30061 - Drafter/CAD Operator I | 17.49 |
| 30062 - Drafter/CAD Operator II | 19.84 |
| 30063 - Drafter/CAD Operator III | 22.12 |
| 30064 - Drafter/CAD Operator IV | 26.82 |
| 30081 - Engineering Technician I | 16.02 |
| 30082 - Engineering Technician II | 17.98 |
| 30083 - Engineering Technician III | 21.48 |
| 30084 - Engineering Technician IV | 25.33 |
| 30085 - Engineering Technician V | 30.27 |
| 30086 - Engineering Technician VI | 34.88 |
| 30090 - Environmental Technician | 23.57 |
| 30095 - Evidence Control Specialist | 25.33 |
| 30210 - Laboratory Technician | 22.92 |
| 30221 - Latent Fingerprint Technician I | 31.60 |
| 30222 - Latent Fingerprint Technician II | 34.91 |
| 30240 - Mathematical Technician | 24.69 |
| 30361 - Paralegal/Legal Assistant I | 21.19 |
| 30362 - Paralegal/Legal Assistant II | 25.09 |
| 30363 - Paralegal/Legal Assistant III | 30.61 |

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| 30364 - Paralegal/Legal Assistant IV | 37.15 |
| 30375 - Petroleum Supply Specialist | 30.27 |
| 30390 - Photo-Optics Technician | 24.69 |
| 30395 - Radiation Control Technician | 30.27 |
| 30461 - Technical Writer I | 23.57 |
| 30462 - Technical Writer II | 28.83 |
| 30463 - Technical Writer III | 34.88 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 25.60 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 30.98 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 37.13 |
| 30494 - Unexploded (UXO) Safety Escort | 25.60 |
| 30495 - Unexploded (UXO) Sweep Personnel | 25.60 |
| 30501 - Weather Forecaster I | 26.82 |
| 30502 - Weather Forecaster II | 32.62 |
| 30620 - Weather Observer Combined Upper Air Or | (see 2) 22.12 |
| Surface Programs | |
| 30621 - Weather Observer Senior | (see 2) 24.69 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31010 - Airplane Pilot | 30.98 |
| 31020 - Bus Aide | 13.48*** |
| 31030 - Bus Driver | 19.87 |
| 31043 - Driver Courier | 16.65 |
| 31260 - Parking and Lot Attendant | 14.06*** |
| 31290 - Shuttle Bus Driver | 16.54 |
| 31310 - Taxi Driver | 13.92*** |
| 31361 - Truckdriver Light | 18.19 |
| 31362 - Truckdriver Medium | 20.58 |
| 31363 - Truckdriver Heavy | 23.42 |
| 31364 - Truckdriver Tractor-Trailer | 23.42 |
| 99000 - Miscellaneous Occupations | |
| 99020 - Cabin Safety Specialist | 15.10 |
| 99030 - Cashier | 13.29*** |
| 99050 - Desk Clerk | 13.04*** |
| 99095 - Embalmer | 28.19 |
| 99130 - Flight Follower | 25.60 |
| 99251 - Laboratory Animal Caretaker I | 18.73 |
| 99252 - Laboratory Animal Caretaker II | 22.30 |
| 99260 - Marketing Analyst | 27.21 |
| 99310 - Mortician | 28.19 |
| 99410 - Pest Controller | 24.16 |
| 99510 - Photofinishing Worker | 13.45*** |
| 99710 - Recycling Laborer | 19.35 |
| 99711 - Recycling Specialist | 23.74 |
| 99730 - Refuse Collector | 17.29 |
| 99810 - Sales Clerk | 13.72*** |
| 99820 - School Crossing Guard | 15.40 |
| 99830 - Survey Party Chief | 32.11 |
| 99831 - Surveying Aide | 19.35 |
| 99832 - Surveying Technician | 27.26 |
| 99840 - Vending Machine Attendant | 20.41 |
| 99841 - Vending Machine Repairer | 26.03 |
| 99842 - Vending Machine Repairer Helper | 20.41 |

***Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 (\$15.00 per hour) or 13658 (\$11.25 per hour). Please see the Note at the top of the wage determination for more information. Please also note that the minimum wage requirements of Executive Order 14026 and 13658 are not currently being enforced as to contracts or contract-like instruments entered into with the federal government in connection with seasonal recreational services or seasonal recreational equipment rental for the general public on federal lands.

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.60 per hour up to 40 hours per week or \$184.00 per week or \$797.33 per month

HEALTH & WELFARE EO 13706: \$4.23 per hour up to 40 hours per week or \$169.20 per week or \$733.20 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 5 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Juneteenth National Independence Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than \$27.63 (or on a salary or fee basis at a rate not less than \$455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541.400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds \$27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees

who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

**** HAZARDOUS PAY DIFFERENTIAL ****

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary

affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However in those instances where the uniforms furnished are made of "wash and wear" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

**** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS ****

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

**** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) ****

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR 4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).
- 4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

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| "REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor | U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210 Wage Determination No.: 2015-5473 Revision No.: 16 Date Of Last Revision: 03/15/2022 |
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Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

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| If the contract is entered into on or after January 30 2022 or the contract is renewed or extended (e.g. an option is exercised) on or after January 30 2022: | With certain exceptions Executive Order 14026 applies to the contract. The contractor must pay all covered workers at least \$15.00 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in 2022. |
| If the contract was awarded on or between January 1 2015 and January 29 2022 and the contract is not renewed or extended on or after January 30 2022: | With certain exceptions Executive Order 13658 applies to the contract. The contractor must pay all covered workers at least \$11.25 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in 2022. |

The applicable Executive Order minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the Executive Orders is available at <https://www.dol.gov/agencies/whd/government-contracts>.

State: Arizona

Area: Arizona County of Pima

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|----------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 14.51*** |
| 01012 - Accounting Clerk II | | 16.30 |
| 01013 - Accounting Clerk III | | 18.23 |
| 01020 - Administrative Assistant | | 25.94 |
| 01035 - Court Reporter | | 21.75 |
| 01041 - Customer Service Representative I | | 13.09*** |
| 01042 - Customer Service Representative II | | 14.73*** |
| 01043 - Customer Service Representative III | | 16.07 |
| 01051 - Data Entry Operator I | | 13.50*** |
| 01052 - Data Entry Operator II | | 14.73*** |
| 01060 - Dispatcher Motor Vehicle | | 17.31 |
| 01070 - Document Preparation Clerk | | 16.54 |
| 01090 - Duplicating Machine Operator | | 16.54 |
| 01111 - General Clerk I | | 14.71*** |
| 01112 - General Clerk II | | 16.05 |
| 01113 - General Clerk III | | 18.03 |

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| 01120 - Housing Referral Assistant | 20.93 |
| 01141 - Messenger Courier | 12.68*** |
| 01191 - Order Clerk I | 16.14 |
| 01192 - Order Clerk II | 17.61 |
| 01261 - Personnel Assistant (Employment) I | 16.64 |
| 01262 - Personnel Assistant (Employment) II | 18.61 |
| 01263 - Personnel Assistant (Employment) III | 20.74 |
| 01270 - Production Control Clerk | 26.63 |
| 01290 - Rental Clerk | 15.28 |
| 01300 - Scheduler Maintenance | 16.79 |
| 01311 - Secretary I | 16.79 |
| 01312 - Secretary II | 18.77 |
| 01313 - Secretary III | 20.93 |
| 01320 - Service Order Dispatcher | 15.15 |
| 01410 - Supply Technician | 25.94 |
| 01420 - Survey Worker | 16.94 |
| 01460 - Switchboard Operator/Receptionist | 14.05*** |
| 01531 - Travel Clerk I | 13.84*** |
| 01532 - Travel Clerk II | 14.55*** |
| 01533 - Travel Clerk III | 15.23 |
| 01611 - Word Processor I | 15.39 |
| 01612 - Word Processor II | 17.29 |
| 01613 - Word Processor III | 19.34 |
| 05000 - Automotive Service Occupations | |
| 05005 - Automobile Body Repairer Fiberglass | 28.17 |
| 05010 - Automotive Electrician | 19.41 |
| 05040 - Automotive Glass Installer | 18.39 |
| 05070 - Automotive Worker | 18.39 |
| 05110 - Mobile Equipment Servicer | 16.31 |
| 05130 - Motor Equipment Metal Mechanic | 20.51 |
| 05160 - Motor Equipment Metal Worker | 18.39 |
| 05190 - Motor Vehicle Mechanic | 20.51 |
| 05220 - Motor Vehicle Mechanic Helper | 15.22 |
| 05250 - Motor Vehicle Upholstery Worker | 17.37 |
| 05280 - Motor Vehicle Wrecker | 18.39 |
| 05310 - Painter Automotive | 19.41 |
| 05340 - Radiator Repair Specialist | 18.39 |
| 05370 - Tire Repairer | 13.08*** |
| 05400 - Transmission Repair Specialist | 20.51 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 14.10*** |
| 07041 - Cook I | 14.20*** |
| 07042 - Cook II | 16.01 |
| 07070 - Dishwasher | 12.46*** |
| 07130 - Food Service Worker | 12.62*** |
| 07210 - Meat Cutter | 18.52 |
| 07260 - Waiter/Waitress | 13.32*** |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 19.73 |
| 09040 - Furniture Handler | 11.77*** |
| 09080 - Furniture Refinisher | 17.58 |
| 09090 - Furniture Refinisher Helper | 13.86*** |
| 09110 - Furniture Repairer Minor | 15.81 |
| 09130 - Upholsterer | 18.51 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner Vehicles | 12.49*** |
| 11060 - Elevator Operator | 12.49*** |
| 11090 - Gardener | 17.28 |
| 11122 - Housekeeping Aide | 13.43*** |
| 11150 - Janitor | 13.43*** |
| 11210 - Laborer Grounds Maintenance | 13.81*** |
| 11240 - Maid or Houseman | 12.69*** |
| 11260 - Pruner | 12.69*** |
| 11270 - Tractor Operator | 16.12 |
| 11330 - Trail Maintenance Worker | 13.81*** |

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| 11360 - Window Cleaner | 14.62*** |
| 12000 - Health Occupations | |
| 12010 Ambulance Driver | 20.72 |
| 12011 - Breath Alcohol Technician | 24.11 |
| 12012 - Certified Occupational Therapist Assistant | 29.67 |
| 12015 - Certified Physical Therapist Assistant | 25.31 |
| 12020 Dental Assistant | 17.92 |
| 12025 - Dental Hygienist | 42.51 |
| 12030 - EKG Technician | 31.36 |
| 12035 - Electroneurodiagnostic Technologist | 31.36 |
| 12040 Emergency Medical Technician | 20.72 |
| 12071 - Licensed Practical Nurse I | 21.54 |
| 12072 - Licensed Practical Nurse II | 24.11 |
| 12073 - Licensed Practical Nurse III | 26.87 |
| 12100 Medical Assistant | 16.71 |
| 12130 - Medical Laboratory Technician | 25.05 |
| 12160 - Medical Record Clerk | 17.88 |
| 12190 - Medical Record Technician | 19.99 |
| 12195 Medical Transcriptionist | 18.60 |
| 12210 - Nuclear Medicine Technologist | 52.97 |
| 12221 - Nursing Assistant I | 12.02*** |
| 12222 - Nursing Assistant II | 13.52*** |
| 12223 Nursing Assistant III | 14.75*** |
| 12224 - Nursing Assistant IV | 16.56 |
| 12235 - Optical Dispenser | 18.88 |
| 12236 - Optical Technician | 21.54 |
| 12250 Pharmacy Technician | 18.41 |
| 12280 - Phlebotomist | 17.06 |
| 12305 - Radiologic Technologist | 30.71 |
| 12311 - Registered Nurse I | 25.04 |
| 12312 Registered Nurse II | 30.63 |
| 12313 - Registered Nurse II Specialist | 30.63 |
| 12314 - Registered Nurse III | 37.06 |
| 12315 - Registered Nurse III Anesthetist | 37.06 |
| 12316 Registered Nurse IV | 44.41 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 29.87 |
| 12320 - Substance Abuse Treatment Counselor | 20.88 |
| 13000 - Information And Arts Occupations | |
| 13011 Exhibits Specialist I | 17.70 |
| 13012 - Exhibits Specialist II | 21.76 |
| 13013 - Exhibits Specialist III | 26.61 |
| 13041 - Illustrator I | 20.08 |
| 13042 Illustrator II | 23.94 |
| 13043 - Illustrator III | 29.27 |
| 13047 - Librarian | 24.09 |
| 13050 - Library Aide/Clerk | 13.66*** |
| 13054 Library Information Technology Systems Administrator | 21.76 |
| 13058 - Library Technician | 18.14 |
| 13061 - Media Specialist I | 15.70 |
| 13062 Media Specialist II | 17.56 |
| 13063 - Media Specialist III | 19.57 |
| 13071 - Photographer I | 17.09 |
| 13072 - Photographer II | 19.13 |
| 13073 Photographer III | 23.69 |
| 13074 - Photographer IV | 28.96 |
| 13075 - Photographer V | 35.05 |
| 13090 - Technical Order Library Clerk | 17.06 |
| 13110 Video Teleconference Technician | 21.19 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 17.19 |
| 14042 - Computer Operator II | 19.23 |
| 14043 Computer Operator III | 21.43 |
| 14044 - Computer Operator IV | 23.82 |
| 14045 - Computer Operator V | 26.38 |

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|---|---------|----------|
| 14071 - Computer Programmer I | (see 1) | 24.01 |
| 14072 - Computer Programmer II | (see 1) | |
| 14073 - Computer Programmer III | (see 1) | |
| 14074 - Computer Programmer IV | (see 1) | |
| 14101 - Computer Systems Analyst I | (see 1) | 27.28 |
| 14102 - Computer Systems Analyst II | (see 1) | |
| 14103 - Computer Systems Analyst III | (see 1) | |
| 14150 - Peripheral Equipment Operator | | 17.19 |
| 14160 - Personal Computer Support Technician | | 23.82 |
| 14170 - System Support Specialist | | 26.37 |
| 15000 - Instructional Occupations | | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | | 27.28 |
| 15020 - Aircrew Training Devices Instructor (Rated) | | 33.00 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | | 39.55 |
| 15050 - Computer Based Training Specialist / Instructor | | 27.28 |
| 15060 - Educational Technologist | | 24.12 |
| 15070 - Flight Instructor (Pilot) | | 39.55 |
| 15080 - Graphic Artist | | 22.49 |
| 15085 - Maintenance Test Pilot Fixed Jet/Prop | | 39.44 |
| 15086 - Maintenance Test Pilot Rotary Wing | | 39.44 |
| 15088 - Non-Maintenance Test/Co-Pilot | | 39.44 |
| 15090 - Technical Instructor | | 21.68 |
| 15095 - Technical Instructor/Course Developer | | 26.51 |
| 15110 - Test Proctor | | 17.50 |
| 15120 - Tutor | | 17.50 |
| 16000 - Laundry Dry-Cleaning Pressing And Related Occupations | | |
| 16010 - Assembler | | 13.29*** |
| 16030 - Counter Attendant | | 13.29*** |
| 16040 - Dry Cleaner | | 15.18 |
| 16070 - Finisher Flatwork Machine | | 13.29*** |
| 16090 - Presser Hand | | 13.29*** |
| 16110 - Presser Machine Drycleaning | | 13.29*** |
| 16130 - Presser Machine Shirts | | 13.29*** |
| 16160 - Presser Machine Wearing Apparel Laundry | | 13.29*** |
| 16190 - Sewing Machine Operator | | 15.81 |
| 16220 - Tailor | | 16.45 |
| 16250 - Washer Machine | | 13.92*** |
| 19000 - Machine Tool Operation And Repair Occupations | | |
| 19010 - Machine-Tool Operator (Tool Room) | | 23.57 |
| 19040 - Tool And Die Maker | | 28.80 |
| 21000 - Materials Handling And Packing Occupations | | |
| 21020 - Forklift Operator | | 17.10 |
| 21030 - Material Coordinator | | 26.63 |
| 21040 - Material Expediter | | 26.63 |
| 21050 - Material Handling Laborer | | 13.68*** |
| 21071 - Order Filler | | 13.41*** |
| 21080 - Production Line Worker (Food Processing) | | 17.10 |
| 21110 - Shipping Packer | | 15.04 |
| 21130 - Shipping/Receiving Clerk | | 15.04 |
| 21140 - Store Worker I | | 14.73*** |
| 21150 - Stock Clerk | | 19.06 |
| 21210 - Tools And Parts Attendant | | 17.10 |
| 21410 - Warehouse Specialist | | 17.10 |
| 23000 - Mechanics And Maintenance And Repair Occupations | | |
| 23010 - Aerospace Structural Welder | | 31.77 |
| 23019 - Aircraft Logs and Records Technician | | 25.56 |
| 23021 - Aircraft Mechanic I | | 30.19 |
| 23022 - Aircraft Mechanic II | | 31.77 |
| 23023 - Aircraft Mechanic III | | 33.35 |
| 23040 - Aircraft Mechanic Helper | | 22.40 |
| 23050 - Aircraft Painter | | 28.58 |
| 23060 - Aircraft Servicer | | 25.56 |
| 23070 - Aircraft Survival Flight Equipment Technician | | 28.58 |
| 23080 - Aircraft Worker | | 27.08 |
| 23091 - Aircrew Life Support Equipment (ALSE) Mechanic | | 27.08 |

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| I | |
| 23092 - Aircrew Life Support Equipment (ALSE) Mechanic | 30.19 |
| II | |
| 23110 - Appliance Mechanic | 25.91 |
| 23120 - Bicycle Repairer | 20.88 |
| 23125 - Cable Splicer | 34.27 |
| 23130 - Carpenter Maintenance | 20.15 |
| 23140 - Carpet Layer | 20.20 |
| 23160 - Electrician Maintenance | 23.24 |
| 23181 - Electronics Technician Maintenance I | 28.03 |
| 23182 - Electronics Technician Maintenance II | 29.58 |
| 23183 - Electronics Technician Maintenance III | 31.25 |
| 23260 - Fabric Worker | 21.08 |
| 23290 - Fire Alarm System Mechanic | 20.26 |
| 23310 - Fire Extinguisher Repairer | 19.81 |
| 23311 - Fuel Distribution System Mechanic | 24.90 |
| 23312 - Fuel Distribution System Operator | 19.81 |
| 23370 - General Maintenance Worker | 17.16 |
| 23380 - Ground Support Equipment Mechanic | 30.19 |
| 23381 - Ground Support Equipment Servicer | 25.56 |
| 23382 - Ground Support Equipment Worker | 27.08 |
| 23391 - Gunsmith I | 19.81 |
| 23392 - Gunsmith II | 22.33 |
| 23393 - Gunsmith III | 24.90 |
| 23410 - Heating Ventilation And Air-Conditioning Mechanic | 22.22 |
| 23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) | 23.39 |
| 23430 - Heavy Equipment Mechanic | 25.55 |
| 23440 - Heavy Equipment Operator | 21.28 |
| 23460 - Instrument Mechanic | 26.49 |
| 23465 - Laboratory/Shelter Mechanic | 23.57 |
| 23470 - Laborer | 13.68*** |
| 23510 - Locksmith | 21.24 |
| 23530 - Machinery Maintenance Mechanic | 28.23 |
| 23550 - Machinist Maintenance | 21.74 |
| 23580 - Maintenance Trades Helper | 14.73*** |
| 23591 - Metrology Technician I | 26.49 |
| 23592 - Metrology Technician II | 27.87 |
| 23593 - Metrology Technician III | 29.25 |
| 23640 - Millwright | 24.90 |
| 23710 - Office Appliance Repairer | 19.65 |
| 23760 - Painter Maintenance | 17.58 |
| 23790 - Pipefitter Maintenance | 25.29 |
| 23810 - Plumber Maintenance | 23.94 |
| 23820 - Pneudraulic Systems Mechanic | 24.90 |
| 23850 - Rigger | 24.90 |
| 23870 - Scale Mechanic | 22.33 |
| 23890 - Sheet-Metal Worker Maintenance | 21.41 |
| 23910 - Small Engine Mechanic | 19.99 |
| 23931 - Telecommunications Mechanic I | 30.07 |
| 23932 - Telecommunications Mechanic II | 33.59 |
| 23950 - Telephone Lineman | 29.04 |
| 23960 - Welder Combination Maintenance | 22.29 |
| 23965 - Well Driller | 24.08 |
| 23970 - Woodcraft Worker | 24.90 |
| 23980 - Woodworker | 19.81 |
| 24000 - Personal Needs Occupations | |
| 24550 - Case Manager | 16.42 |
| 24570 - Child Care Attendant | 12.48*** |
| 24580 - Child Care Center Clerk | 15.55 |
| 24610 - Chore Aide | 12.52*** |
| 24620 - Family Readiness And Support Services Coordinator | 16.42 |
| 24630 - Homemaker | 16.42 |

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|---|----------|
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 24.90 |
| 25040 - Sewage Plant Operator | 22.20 |
| 25070 - Stationary Engineer | 24.90 |
| 25190 - Ventilation Equipment Tender | 18.48 |
| 25210 - Water Treatment Plant Operator | 22.20 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 20.77 |
| 27007 - Baggage Inspector | 12.95*** |
| 27008 - Corrections Officer | 21.38 |
| 27010 - Court Security Officer | 22.42 |
| 27030 - Detection Dog Handler | 14.48*** |
| 27040 - Detention Officer | 21.38 |
| 27070 - Firefighter | 20.11 |
| 27101 - Guard I | 12.95*** |
| 27102 - Guard II | 14.48*** |
| 27131 - Police Officer I | 26.84 |
| 27132 - Police Officer II | 29.83 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 16.47 |
| 28042 - Carnival Equipment Repairer | 17.65 |
| 28043 - Carnival Worker | 12.96*** |
| 28210 - Gate Attendant/Gate Tender | 15.97 |
| 28310 - Lifeguard | 13.72*** |
| 28350 - Park Attendant (Aide) | 17.86 |
| 28510 - Recreation Aide/Health Facility Attendant | 13.08*** |
| 28515 - Recreation Specialist | 22.13 |
| 28630 - Sports Official | 14.22*** |
| 28690 - Swimming Pool Operator | 19.90 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 22.33 |
| 29020 - Hatch Tender | 22.33 |
| 29030 - Line Handler | 22.33 |
| 29041 - Stevedore I | 21.08 |
| 29042 - Stevedore II | 23.57 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist Center (HFO) (see 2) | 40.72 |
| 30011 - Air Traffic Control Specialist Station (HFO) (see 2) | 28.08 |
| 30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) | 30.92 |
| 30021 - Archeological Technician I | 18.71 |
| 30022 - Archeological Technician II | 20.94 |
| 30023 - Archeological Technician III | 25.94 |
| 30030 - Cartographic Technician | 25.94 |
| 30040 - Civil Engineering Technician | 27.31 |
| 30051 - Cryogenic Technician I | 28.73 |
| 30052 - Cryogenic Technician II | 31.73 |
| 30061 - Drafter/CAD Operator I | 18.71 |
| 30062 - Drafter/CAD Operator II | 20.94 |
| 30063 - Drafter/CAD Operator III | 23.34 |
| 30064 - Drafter/CAD Operator IV | 28.73 |
| 30081 - Engineering Technician I | 15.56 |
| 30082 - Engineering Technician II | 17.47 |
| 30083 - Engineering Technician III | 19.54 |
| 30084 - Engineering Technician IV | 24.21 |
| 30085 - Engineering Technician V | 29.61 |
| 30086 - Engineering Technician VI | 35.83 |
| 30090 - Environmental Technician | 21.80 |
| 30095 - Evidence Control Specialist | 25.94 |
| 30210 - Laboratory Technician | 22.23 |
| 30221 - Latent Fingerprint Technician I | 24.40 |
| 30222 - Latent Fingerprint Technician II | 26.95 |
| 30240 - Mathematical Technician | 25.94 |
| 30361 - Paralegal/Legal Assistant I | 21.49 |
| 30362 - Paralegal/Legal Assistant II | 26.65 |
| 30363 - Paralegal/Legal Assistant III | 29.37 |

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| 30364 - Paralegal/Legal Assistant IV | 35.54 |
| 30375 - Petroleum Supply Specialist | 31.73 |
| 30390 - Photo-Optics Technician | 25.94 |
| 30395 - Radiation Control Technician | 31.73 |
| 30461 - Technical Writer I | 25.47 |
| 30462 - Technical Writer II | 31.16 |
| 30463 - Technical Writer III | 37.71 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 25.88 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 31.31 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 37.53 |
| 30494 - Unexploded (UXO) Safety Escort | 25.88 |
| 30495 - Unexploded (UXO) Sweep Personnel | 25.88 |
| 30501 - Weather Forecaster I | 28.73 |
| 30502 - Weather Forecaster II | 34.93 |
| 30620 - Weather Observer Combined Upper Air Or | (see 2) 23.34 |
| Surface Programs | |
| 30621 - Weather Observer Senior | (see 2) 25.94 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31010 - Airplane Pilot | 31.31 |
| 31020 - Bus Aide | 17.22 |
| 31030 - Bus Driver | 22.94 |
| 31043 - Driver Courier | 14.97*** |
| 31260 - Parking and Lot Attendant | 12.87*** |
| 31290 - Shuttle Bus Driver | 14.90*** |
| 31310 - Taxi Driver | 14.26*** |
| 31361 - Truckdriver Light | 16.05 |
| 31362 - Truckdriver Medium | 17.08 |
| 31363 - Truckdriver Heavy | 23.22 |
| 31364 - Truckdriver Tractor-Trailer | 23.22 |
| 99000 - Miscellaneous Occupations | |
| 99020 - Cabin Safety Specialist | 15.26 |
| 99030 - Cashier | 12.58*** |
| 99050 - Desk Clerk | 12.34*** |
| 99095 - Embalmer | 25.32 |
| 99130 - Flight Follower | 25.88 |
| 99251 - Laboratory Animal Caretaker I | 14.46*** |
| 99252 - Laboratory Animal Caretaker II | 15.50 |
| 99260 - Marketing Analyst | 25.92 |
| 99310 - Mortician | 25.32 |
| 99410 - Pest Controller | 18.05 |
| 99510 - Photofinishing Worker | 13.60*** |
| 99710 - Recycling Laborer | 19.07 |
| 99711 - Recycling Specialist | 22.26 |
| 99730 - Refuse Collector | 17.52 |
| 99810 - Sales Clerk | 12.89*** |
| 99820 - School Crossing Guard | 12.44*** |
| 99830 - Survey Party Chief | 36.95 |
| 99831 - Surveying Aide | 20.90 |
| 99832 - Surveying Technician | 25.93 |
| 99840 - Vending Machine Attendant | 14.00*** |
| 99841 - Vending Machine Repairer | 16.90 |
| 99842 - Vending Machine Repairer Helper | 14.00*** |

***Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 (\$15.00 per hour) or 13658 (\$11.25 per hour). Please see the Note at the top of the wage determination for more information. Please also note that the minimum wage requirements of Executive Order 14026 and 13658 are not currently being enforced as to contracts or contract-like instruments entered into with the federal government in connection with seasonal recreational services or seasonal recreational equipment rental for the general public on federal lands.

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.60 per hour up to 40 hours per week or \$184.00 per week or \$797.33 per month

HEALTH & WELFARE EO 13706: \$4.23 per hour up to 40 hours per week or \$169.20 per week or \$733.20 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 5 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Juneteenth National Independence Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than \$27.63 (or on a salary or fee basis at a rate not less than \$455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541.400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds \$27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees

who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

**** HAZARDOUS PAY DIFFERENTIAL ****

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary

affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However in those instances where the uniforms furnished are made of "wash and wear" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

**** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS ****

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

**** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) ****

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR 4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).
- 4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

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| "REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor | U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210 Wage Determination No.: 2015-5471 Revision No.: 16 Date Of Last Revision: 03/15/2022 |
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Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

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| If the contract is entered into on or after January 30 2022 or the contract is renewed or extended (e.g. an option is exercised) on or after January 30 2022: | With certain exceptions Executive Order 14026 applies to the contract. The contractor must pay all covered workers at least \$15.00 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in 2022. |
| If the contract was awarded on or between January 1 2015 and January 29 2022 and the contract is not renewed or extended on or after January 30 2022: | With certain exceptions Executive Order 13658 applies to the contract. The contractor must pay all covered workers at least \$11.25 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in 2022. |

The applicable Executive Order minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the Executive Orders is available at <https://www.dol.gov/agencies/whd/government-contracts>.

State: Arizona

Area: Arizona County of Yavapai

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|----------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 14.85*** |
| 01012 - Accounting Clerk II | | 16.68 |
| 01013 - Accounting Clerk III | | 18.65 |
| 01020 - Administrative Assistant | | 25.36 |
| 01035 - Court Reporter | | 16.93 |
| 01041 - Customer Service Representative I | | 13.16*** |
| 01042 - Customer Service Representative II | | 14.80*** |
| 01043 - Customer Service Representative III | | 16.14 |
| 01051 - Data Entry Operator I | | 14.12*** |
| 01052 - Data Entry Operator II | | 15.41 |
| 01060 - Dispatcher Motor Vehicle | | 19.59 |
| 01070 - Document Preparation Clerk | | 13.55*** |
| 01090 - Duplicating Machine Operator | | 13.55*** |
| 01111 - General Clerk I | | 14.79*** |
| 01112 - General Clerk II | | 16.14 |
| 01113 - General Clerk III | | 18.13 |

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| 01120 - Housing Referral Assistant | 20.78 |
| 01141 - Messenger Courier | 14.61*** |
| 01191 - Order Clerk I | 13.69*** |
| 01192 - Order Clerk II | 14.93*** |
| 01261 - Personnel Assistant (Employment) I | 16.93 |
| 01262 - Personnel Assistant (Employment) II | 18.95 |
| 01263 - Personnel Assistant (Employment) III | 21.12 |
| 01270 - Production Control Clerk | 22.29 |
| 01290 - Rental Clerk | 15.14 |
| 01300 - Scheduler Maintenance | 16.66 |
| 01311 - Secretary I | 16.66 |
| 01312 - Secretary II | 18.64 |
| 01313 - Secretary III | 20.78 |
| 01320 - Service Order Dispatcher | 17.51 |
| 01410 - Supply Technician | 25.36 |
| 01420 - Survey Worker | 17.44 |
| 01460 - Switchboard Operator/Receptionist | 14.49*** |
| 01531 - Travel Clerk I | 14.33*** |
| 01532 - Travel Clerk II | 15.66 |
| 01533 - Travel Clerk III | 16.88 |
| 01611 - Word Processor I | 13.82*** |
| 01612 - Word Processor II | 15.78 |
| 01613 - Word Processor III | 17.54 |
| 05000 - Automotive Service Occupations | |
| 05005 - Automobile Body Repairer Fiberglass | 24.61 |
| 05010 - Automotive Electrician | 20.71 |
| 05040 - Automotive Glass Installer | 19.42 |
| 05070 - Automotive Worker | 19.42 |
| 05110 - Mobile Equipment Servicer | 16.62 |
| 05130 - Motor Equipment Metal Mechanic | 22.69 |
| 05160 - Motor Equipment Metal Worker | 19.62 |
| 05190 - Motor Vehicle Mechanic | 22.26 |
| 05220 - Motor Vehicle Mechanic Helper | 15.12 |
| 05250 - Motor Vehicle Upholstery Worker | 18.14 |
| 05280 - Motor Vehicle Wrecker | 19.62 |
| 05310 - Painter Automotive | 22.12 |
| 05340 - Radiator Repair Specialist | 19.58 |
| 05370 - Tire Repairer | 14.21*** |
| 05400 - Transmission Repair Specialist | 22.26 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 15.01 |
| 07041 - Cook I | 15.38 |
| 07042 - Cook II | 18.22 |
| 07070 - Dishwasher | 12.46*** |
| 07130 - Food Service Worker | 12.89*** |
| 07210 - Meat Cutter | 19.00 |
| 07260 - Waiter/Waitress | 12.94*** |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 20.48 |
| 09040 - Furniture Handler | 11.17*** |
| 09080 - Furniture Refinisher | 20.48 |
| 09090 - Furniture Refinisher Helper | 14.27*** |
| 09110 - Furniture Repairer Minor | 17.37 |
| 09130 - Upholsterer | 20.48 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner Vehicles | 13.21*** |
| 11060 - Elevator Operator | 14.14*** |
| 11090 - Gardener | 20.20 |
| 11122 - Housekeeping Aide | 14.14*** |
| 11150 - Janitor | 14.14*** |
| 11210 - Laborer Grounds Maintenance | 14.25*** |
| 11240 - Maid or Houseman | 13.72*** |
| 11260 - Pruner | 13.42*** |
| 11270 - Tractor Operator | 18.20 |
| 11330 - Trail Maintenance Worker | 14.25*** |

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| 11360 - Window Cleaner | 15.24 |
| 12000 - Health Occupations | |
| 12010 Ambulance Driver | 17.52 |
| 12011 - Breath Alcohol Technician | 24.82 |
| 12012 - Certified Occupational Therapist Assistant | 34.88 |
| 12015 - Certified Physical Therapist Assistant | 30.68 |
| 12020 Dental Assistant | 18.45 |
| 12025 - Dental Hygienist | 44.96 |
| 12030 - EKG Technician | 37.36 |
| 12035 - Electroneurodiagnostic Technologist | 37.36 |
| 12040 Emergency Medical Technician | 17.52 |
| 12071 - Licensed Practical Nurse I | 22.20 |
| 12072 - Licensed Practical Nurse II | 24.82 |
| 12073 - Licensed Practical Nurse III | 27.67 |
| 12100 Medical Assistant | 16.30 |
| 12130 - Medical Laboratory Technician | 24.74 |
| 12160 - Medical Record Clerk | 18.80 |
| 12190 - Medical Record Technician | 21.02 |
| 12195 Medical Transcriptionist | 22.20 |
| 12210 - Nuclear Medicine Technologist | 54.56 |
| 12221 - Nursing Assistant I | 11.69*** |
| 12222 - Nursing Assistant II | 13.13*** |
| 12223 Nursing Assistant III | 14.33*** |
| 12224 - Nursing Assistant IV | 16.10 |
| 12235 - Optical Dispenser | 20.31 |
| 12236 - Optical Technician | 22.20 |
| 12250 Pharmacy Technician | 17.81 |
| 12280 - Phlebotomist | 20.90 |
| 12305 - Radiologic Technologist | 31.54 |
| 12311 - Registered Nurse I | 26.93 |
| 12312 Registered Nurse II | 33.08 |
| 12313 - Registered Nurse II Specialist | 33.08 |
| 12314 - Registered Nurse III | 40.02 |
| 12315 - Registered Nurse III Anesthetist | 40.02 |
| 12316 Registered Nurse IV | 47.96 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 30.75 |
| 12320 - Substance Abuse Treatment Counselor | 22.16 |
| 13000 - Information And Arts Occupations | |
| 13011 Exhibits Specialist I | 17.45 |
| 13012 - Exhibits Specialist II | 21.62 |
| 13013 - Exhibits Specialist III | 26.44 |
| 13041 - Illustrator I | 18.79 |
| 13042 Illustrator II | 23.18 |
| 13043 - Illustrator III | 28.27 |
| 13047 - Librarian | 23.94 |
| 13050 - Library Aide/Clerk | 14.20*** |
| 13054 Library Information Technology Systems Administrator | 21.62 |
| 13058 - Library Technician | 17.36 |
| 13061 - Media Specialist I | 15.60 |
| 13062 Media Specialist II | 17.45 |
| 13063 - Media Specialist III | 19.46 |
| 13071 - Photographer I | 15.60 |
| 13072 - Photographer II | 17.45 |
| 13073 Photographer III | 21.62 |
| 13074 - Photographer IV | 26.44 |
| 13075 - Photographer V | 31.99 |
| 13090 - Technical Order Library Clerk | 16.74 |
| 13110 Video Teleconference Technician | 16.68 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 18.19 |
| 14042 - Computer Operator II | 20.98 |
| 14043 Computer Operator III | 23.39 |
| 14044 - Computer Operator IV | 25.98 |
| 14045 - Computer Operator V | 28.78 |

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| 14071 - Computer Programmer I | (see 1) | 23.00 |
| 14072 - Computer Programmer II | (see 1) | 24.90 |
| 14073 - Computer Programmer III | (see 1) | |
| 14074 - Computer Programmer IV | (see 1) | |
| 14101 - Computer Systems Analyst I | (see 1) | |
| 14102 - Computer Systems Analyst II | (see 1) | |
| 14103 - Computer Systems Analyst III | (see 1) | |
| 14150 - Peripheral Equipment Operator | | 18.19 |
| 14160 - Personal Computer Support Technician | | 25.98 |
| 14170 - System Support Specialist | | 31.36 |
| 15000 - Instructional Occupations | | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | | 29.46 |
| 15020 - Aircrew Training Devices Instructor (Rated) | | 36.56 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | | 42.43 |
| 15050 - Computer Based Training Specialist / Instructor | | 29.46 |
| 15060 - Educational Technologist | | 24.95 |
| 15070 - Flight Instructor (Pilot) | | 42.43 |
| 15080 - Graphic Artist | | 23.51 |
| 15085 - Maintenance Test Pilot Fixed Jet/Prop | | 42.43 |
| 15086 - Maintenance Test Pilot Rotary Wing | | 42.43 |
| 15088 - Non-Maintenance Test/Co-Pilot | | 42.43 |
| 15090 - Technical Instructor | | 21.08 |
| 15095 - Technical Instructor/Course Developer | | 25.79 |
| 15110 - Test Proctor | | 17.02 |
| 15120 - Tutor | | 17.02 |
| 16000 - Laundry Dry-Cleaning Pressing And Related Occupations | | |
| 16010 - Assembler | | 15.64 |
| 16030 - Counter Attendant | | 15.64 |
| 16040 - Dry Cleaner | | 17.89 |
| 16070 - Finisher Flatwork Machine | | 15.64 |
| 16090 - Presser Hand | | 15.64 |
| 16110 - Presser Machine Drycleaning | | 15.64 |
| 16130 - Presser Machine Shirts | | 15.64 |
| 16160 - Presser Machine Wearing Apparel Laundry | | 15.64 |
| 16190 - Sewing Machine Operator | | 18.63 |
| 16220 - Tailor | | 19.38 |
| 16250 - Washer Machine | | 16.39 |
| 19000 - Machine Tool Operation And Repair Occupations | | |
| 19010 - Machine-Tool Operator (Tool Room) | | 20.72 |
| 19040 - Tool And Die Maker | | 26.03 |
| 21000 - Materials Handling And Packing Occupations | | |
| 21020 - Forklift Operator | | 19.60 |
| 21030 - Material Coordinator | | 21.99 |
| 21040 - Material Expediter | | 21.99 |
| 21050 - Material Handling Laborer | | 14.79*** |
| 21071 - Order Filler | | 13.16*** |
| 21080 - Production Line Worker (Food Processing) | | 19.60 |
| 21110 - Shipping Packer | | 17.08 |
| 21130 - Shipping/Receiving Clerk | | 17.08 |
| 21140 - Store Worker I | | 12.99*** |
| 21150 - Stock Clerk | | 16.57 |
| 21210 - Tools And Parts Attendant | | 19.60 |
| 21410 - Warehouse Specialist | | 19.60 |
| 23000 - Mechanics And Maintenance And Repair Occupations | | |
| 23010 - Aerospace Structural Welder | | 26.77 |
| 23019 - Aircraft Logs and Records Technician | | 21.28 |
| 23021 - Aircraft Mechanic I | | 25.34 |
| 23022 - Aircraft Mechanic II | | 26.77 |
| 23023 - Aircraft Mechanic III | | 28.40 |
| 23040 - Aircraft Mechanic Helper | | 17.74 |
| 23050 - Aircraft Painter | | 24.07 |
| 23060 - Aircraft Servicer | | 21.28 |
| 23070 - Aircraft Survival Flight Equipment Technician | | 24.07 |
| 23080 - Aircraft Worker | | 22.80 |
| 23091 - Aircrew Life Support Equipment (ALSE) Mechanic | | 22.80 |

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|---|----------|
| I | |
| 23092 - Aircrew Life Support Equipment (ALSE) Mechanic | 25.34 |
| II | |
| 23110 - Appliance Mechanic | 20.72 |
| 23120 - Bicycle Repairer | 17.41 |
| 23125 - Cable Splicer | 29.26 |
| 23130 - Carpenter Maintenance | 22.05 |
| 23140 - Carpet Layer | 19.15 |
| 23160 - Electrician Maintenance | 25.33 |
| 23181 - Electronics Technician Maintenance I | 20.81 |
| 23182 - Electronics Technician Maintenance II | 25.62 |
| 23183 - Electronics Technician Maintenance III | 27.91 |
| 23260 - Fabric Worker | 17.58 |
| 23290 - Fire Alarm System Mechanic | 22.27 |
| 23310 - Fire Extinguisher Repairer | 16.02 |
| 23311 - Fuel Distribution System Mechanic | 29.33 |
| 23312 - Fuel Distribution System Operator | 20.70 |
| 23370 - General Maintenance Worker | 17.48 |
| 23380 - Ground Support Equipment Mechanic | 25.34 |
| 23381 - Ground Support Equipment Servicer | 21.28 |
| 23382 - Ground Support Equipment Worker | 22.80 |
| 23391 - Gunsmith I | 16.02 |
| 23392 - Gunsmith II | 19.15 |
| 23393 - Gunsmith III | 22.27 |
| 23410 - Heating Ventilation And Air-Conditioning Mechanic | 21.81 |
| 23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) | 23.05 |
| 23430 - Heavy Equipment Mechanic | 29.85 |
| 23440 - Heavy Equipment Operator | 22.32 |
| 23460 - Instrument Mechanic | 24.18 |
| 23465 - Laboratory/Shelter Mechanic | 20.72 |
| 23470 - Laborer | 14.79*** |
| 23510 - Locksmith | 20.72 |
| 23530 - Machinery Maintenance Mechanic | 26.93 |
| 23550 - Machinist Maintenance | 19.50 |
| 23580 - Maintenance Trades Helper | 14.92*** |
| 23591 - Metrology Technician I | 24.18 |
| 23592 - Metrology Technician II | 25.25 |
| 23593 - Metrology Technician III | 26.51 |
| 23640 - Millwright | 23.72 |
| 23710 - Office Appliance Repairer | 20.72 |
| 23760 - Painter Maintenance | 17.59 |
| 23790 - Pipefitter Maintenance | 25.82 |
| 23810 - Plumber Maintenance | 24.03 |
| 23820 - Pneudraulic Systems Mechanic | 22.27 |
| 23850 - Rigger | 22.27 |
| 23870 - Scale Mechanic | 19.15 |
| 23890 - Sheet-Metal Worker Maintenance | 21.77 |
| 23910 - Small Engine Mechanic | 19.15 |
| 23931 - Telecommunications Mechanic I | 27.35 |
| 23932 - Telecommunications Mechanic II | 32.48 |
| 23950 - Telephone Lineman | 22.27 |
| 23960 - Welder Combination Maintenance | 21.02 |
| 23965 - Well Driller | 22.27 |
| 23970 - Woodcraft Worker | 22.27 |
| 23980 - Woodworker | 16.02 |
| 24000 - Personal Needs Occupations | |
| 24550 - Case Manager | 16.56 |
| 24570 - Child Care Attendant | 12.47*** |
| 24580 - Child Care Center Clerk | 16.79 |
| 24610 - Chore Aide | 13.38*** |
| 24620 - Family Readiness And Support Services Coordinator | 16.56 |
| 24630 - Homemaker | 18.38 |

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|---|----------|
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 23.78 |
| 25040 - Sewage Plant Operator | 22.71 |
| 25070 - Stationary Engineer | 23.78 |
| 25190 - Ventilation Equipment Tender | 14.81*** |
| 25210 - Water Treatment Plant Operator | 22.71 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 19.69 |
| 27007 - Baggage Inspector | 14.62*** |
| 27008 - Corrections Officer | 21.91 |
| 27010 - Court Security Officer | 21.91 |
| 27030 - Detection Dog Handler | 16.36 |
| 27040 - Detention Officer | 21.91 |
| 27070 - Firefighter | 21.91 |
| 27101 - Guard I | 14.62*** |
| 27102 - Guard II | 16.36 |
| 27131 - Police Officer I | 25.72 |
| 27132 - Police Officer II | 28.58 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 16.83 |
| 28042 - Carnival Equipment Repairer | 18.68 |
| 28043 - Carnival Worker | 12.41*** |
| 28210 - Gate Attendant/Gate Tender | 17.91 |
| 28310 - Lifeguard | 13.09*** |
| 28350 - Park Attendant (Aide) | 20.03 |
| 28510 - Recreation Aide/Health Facility Attendant | 14.61*** |
| 28515 - Recreation Specialist | 24.81 |
| 28630 - Sports Official | 15.94 |
| 28690 - Swimming Pool Operator | 22.33 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 19.45 |
| 29020 - Hatch Tender | 19.45 |
| 29030 - Line Handler | 19.45 |
| 29041 - Stevedore I | 17.58 |
| 29042 - Stevedore II | 21.45 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist Center (HFO) (see 2) | 40.29 |
| 30011 - Air Traffic Control Specialist Station (HFO) (see 2) | 27.78 |
| 30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) | 30.59 |
| 30021 - Archeological Technician I | 17.49 |
| 30022 - Archeological Technician II | 19.84 |
| 30023 - Archeological Technician III | 24.25 |
| 30030 - Cartographic Technician | 24.59 |
| 30040 - Civil Engineering Technician | 22.54 |
| 30051 - Cryogenic Technician I | 24.96 |
| 30052 - Cryogenic Technician II | 27.57 |
| 30061 - Drafter/CAD Operator I | 17.49 |
| 30062 - Drafter/CAD Operator II | 19.84 |
| 30063 - Drafter/CAD Operator III | 22.12 |
| 30064 - Drafter/CAD Operator IV | 26.82 |
| 30081 - Engineering Technician I | 16.02 |
| 30082 - Engineering Technician II | 17.98 |
| 30083 - Engineering Technician III | 21.48 |
| 30084 - Engineering Technician IV | 25.33 |
| 30085 - Engineering Technician V | 30.27 |
| 30086 - Engineering Technician VI | 35.13 |
| 30090 - Environmental Technician | 22.54 |
| 30095 - Evidence Control Specialist | 22.54 |
| 30210 - Laboratory Technician | 22.92 |
| 30221 - Latent Fingerprint Technician I | 24.96 |
| 30222 - Latent Fingerprint Technician II | 27.57 |
| 30240 - Mathematical Technician | 24.69 |
| 30361 - Paralegal/Legal Assistant I | 21.19 |
| 30362 - Paralegal/Legal Assistant II | 25.11 |
| 30363 - Paralegal/Legal Assistant III | 30.72 |

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|---|---------------|
| 30364 - Paralegal/Legal Assistant IV | 37.17 |
| 30375 - Petroleum Supply Specialist | 27.57 |
| 30390 - Photo-Optics Technician | 24.69 |
| 30395 - Radiation Control Technician | 27.57 |
| 30461 - Technical Writer I | 22.54 |
| 30462 - Technical Writer II | 27.57 |
| 30463 - Technical Writer III | 33.37 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 25.60 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 30.98 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 37.13 |
| 30494 - Unexploded (UXO) Safety Escort | 25.60 |
| 30495 - Unexploded (UXO) Sweep Personnel | 25.60 |
| 30501 - Weather Forecaster I | 26.82 |
| 30502 - Weather Forecaster II | 32.63 |
| 30620 - Weather Observer Combined Upper Air Or | (see 2) 22.12 |
| Surface Programs | |
| 30621 - Weather Observer Senior | (see 2) 24.12 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31010 - Airplane Pilot | 30.98 |
| 31020 - Bus Aide | 9.37*** |
| 31030 - Bus Driver | 17.45 |
| 31043 - Driver Courier | 15.87 |
| 31260 - Parking and Lot Attendant | 10.94*** |
| 31290 - Shuttle Bus Driver | 17.60 |
| 31310 - Taxi Driver | 13.48*** |
| 31361 - Truckdriver Light | 17.60 |
| 31362 - Truckdriver Medium | 19.31 |
| 31363 - Truckdriver Heavy | 19.29 |
| 31364 - Truckdriver Tractor-Trailer | 19.29 |
| 99000 - Miscellaneous Occupations | |
| 99020 - Cabin Safety Specialist | 15.10 |
| 99030 - Cashier | 12.35*** |
| 99050 - Desk Clerk | 13.63*** |
| 99095 - Embalmer | 28.19 |
| 99130 - Flight Follower | 25.60 |
| 99251 - Laboratory Animal Caretaker I | 13.61*** |
| 99252 - Laboratory Animal Caretaker II | 15.10 |
| 99260 - Marketing Analyst | 24.97 |
| 99310 - Mortician | 28.19 |
| 99410 - Pest Controller | 17.84 |
| 99510 - Photofinishing Worker | 13.45*** |
| 99710 - Recycling Laborer | 20.44 |
| 99711 - Recycling Specialist | 26.13 |
| 99730 - Refuse Collector | 17.60 |
| 99810 - Sales Clerk | 13.30*** |
| 99820 - School Crossing Guard | 13.69*** |
| 99830 - Survey Party Chief | 29.11 |
| 99831 - Surveying Aide | 17.53 |
| 99832 - Surveying Technician | 24.71 |
| 99840 - Vending Machine Attendant | 18.57 |
| 99841 - Vending Machine Repairer | 24.63 |
| 99842 - Vending Machine Repairer Helper | 18.57 |

***Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 (\$15.00 per hour) or 13658 (\$11.25 per hour). Please see the Note at the top of the wage determination for more information. Please also note that the minimum wage requirements of Executive Order 14026 and 13658 are not currently being enforced as to contracts or contract-like instruments entered into with the federal government in connection with seasonal recreational services or seasonal recreational equipment rental for the general public on federal lands.

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.60 per hour up to 40 hours per week or \$184.00 per week or \$797.33 per month

HEALTH & WELFARE EO 13706: \$4.23 per hour up to 40 hours per week or \$169.20 per week or \$733.20 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 5 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Juneteenth National Independence Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than \$27.63 (or on a salary or fee basis at a rate not less than \$455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541.400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds \$27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees

who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

**** HAZARDOUS PAY DIFFERENTIAL ****

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary

affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However in those instances where the uniforms furnished are made of "wash and wear" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

**** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS ****

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

**** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) ****

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR 4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).
- 4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

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| "REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor | | U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210 |
| Daniel W. Simms Director | | Wage Determination No.: 2015-5129 Revision No.: 19 Date Of Last Revision: 03/15/2022 |
| Division of Wage Determinations | | |

Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

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| If the contract is entered into on or after January 30 2022 or the contract is renewed or extended (e.g. an option is exercised) on or after January 30 2022: | With certain exceptions Executive Order 14026 applies to the contract. The contractor must pay all covered workers at least \$15.00 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in 2022. |
| If the contract was awarded on or between January 1 2015 and January 29 2022 and the contract is not renewed or extended on or after January 30 2022: | With certain exceptions Executive Order 13658 applies to the contract. The contractor must pay all covered workers at least \$11.25 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in 2022. |

The applicable Executive Order minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the Executive Orders is available at <https://www.dol.gov/agencies/whd/government-contracts>.

State: Arkansas

Area: Arkansas Counties of Cross Lee Mississippi St Francis

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|----------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 13.78*** |
| 01012 - Accounting Clerk II | | 15.47 |
| 01013 - Accounting Clerk III | | 17.30 |
| 01020 - Administrative Assistant | | 23.73 |
| 01035 - Court Reporter | | 17.00 |
| 01041 - Customer Service Representative I | | 12.67*** |
| 01042 - Customer Service Representative II | | 14.25*** |
| 01043 - Customer Service Representative III | | 15.54 |
| 01051 - Data Entry Operator I | | 13.75*** |
| 01052 - Data Entry Operator II | | 15.00 |
| 01060 - Dispatcher Motor Vehicle | | 20.21 |
| 01070 - Document Preparation Clerk | | 12.64*** |
| 01090 - Duplicating Machine Operator | | 12.64*** |
| 01111 - General Clerk I | | 13.34*** |
| 01112 - General Clerk II | | 14.56*** |
| 01113 - General Clerk III | | 16.35 |

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| 01120 - Housing Referral Assistant | 20.25 |
| 01141 - Messenger Courier | 11.61*** |
| 01191 - Order Clerk I | 12.37*** |
| 01192 - Order Clerk II | 13.50*** |
| 01261 - Personnel Assistant (Employment) I | 15.20 |
| 01262 - Personnel Assistant (Employment) II | 17.00 |
| 01263 - Personnel Assistant (Employment) III | 19.71 |
| 01270 - Production Control Clerk | 23.56 |
| 01290 - Rental Clerk | 15.13 |
| 01300 - Scheduler Maintenance | 15.74 |
| 01311 - Secretary I | 15.74 |
| 01312 - Secretary II | 17.61 |
| 01313 - Secretary III | 19.63 |
| 01320 - Service Order Dispatcher | 18.06 |
| 01410 - Supply Technician | 23.73 |
| 01420 - Survey Worker | 17.19 |
| 01460 - Switchboard Operator/Receptionist | 13.23*** |
| 01531 - Travel Clerk I | 14.02*** |
| 01532 - Travel Clerk II | 15.00 |
| 01533 - Travel Clerk III | 16.08 |
| 01611 - Word Processor I | 12.06*** |
| 01612 - Word Processor II | 15.20 |
| 01613 - Word Processor III | 17.17 |
| 05000 - Automotive Service Occupations | |
| 05005 - Automobile Body Repairer Fiberglass | 19.85 |
| 05010 - Automotive Electrician | 19.23 |
| 05040 - Automotive Glass Installer | 17.17 |
| 05070 - Automotive Worker | 17.21 |
| 05110 - Mobile Equipment Servicer | 15.07 |
| 05130 - Motor Equipment Metal Mechanic | 19.23 |
| 05160 - Motor Equipment Metal Worker | 17.21 |
| 05190 - Motor Vehicle Mechanic | 19.23 |
| 05220 - Motor Vehicle Mechanic Helper | 13.97*** |
| 05250 - Motor Vehicle Upholstery Worker | 17.21 |
| 05280 - Motor Vehicle Wrecker | 17.21 |
| 05310 - Painter Automotive | 18.23 |
| 05340 - Radiator Repair Specialist | 17.21 |
| 05370 - Tire Repairer | 12.62*** |
| 05400 - Transmission Repair Specialist | 18.98 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 17.36 |
| 07041 - Cook I | 10.59*** |
| 07042 - Cook II | 12.25*** |
| 07070 - Dishwasher | 10.01*** |
| 07130 - Food Service Worker | 10.28*** |
| 07210 - Meat Cutter | 16.73 |
| 07260 - Waiter/Waitress | 10.01*** |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 19.47 |
| 09040 - Furniture Handler | 12.01*** |
| 09080 - Furniture Refinisher | 19.47 |
| 09090 - Furniture Refinisher Helper | 14.55*** |
| 09110 - Furniture Repairer Minor | 17.02 |
| 09130 - Upholsterer | 19.47 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner Vehicles | 13.13*** |
| 11060 - Elevator Operator | 13.13*** |
| 11090 - Gardener | 15.28 |
| 11122 - Housekeeping Aide | 11.16*** |
| 11150 - Janitor | 11.16*** |
| 11210 - Laborer Grounds Maintenance | 11.61*** |
| 11240 - Maid or Houseman | 10.70*** |
| 11260 - Pruner | 10.46*** |
| 11270 - Tractor Operator | 14.85*** |
| 11330 - Trail Maintenance Worker | 11.61*** |

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| 11360 - Window Cleaner | 12.08*** |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 17.62 |
| 12011 - Breath Alcohol Technician | 18.29 |
| 12012 - Certified Occupational Therapist Assistant | 28.19 |
| 12015 - Certified Physical Therapist Assistant | 26.44 |
| 12020 - Dental Assistant | 17.25 |
| 12025 - Dental Hygienist | 35.20 |
| 12030 - EKG Technician | 27.72 |
| 12035 - Electroneurodiagnostic Technologist | 27.72 |
| 12040 - Emergency Medical Technician | 17.62 |
| 12071 - Licensed Practical Nurse I | 16.36 |
| 12072 - Licensed Practical Nurse II | 18.29 |
| 12073 - Licensed Practical Nurse III | 20.39 |
| 12100 - Medical Assistant | 13.59*** |
| 12130 - Medical Laboratory Technician | 22.99 |
| 12160 - Medical Record Clerk | 13.95*** |
| 12190 - Medical Record Technician | 16.26 |
| 12195 - Medical Transcriptionist | 16.52 |
| 12210 - Nuclear Medicine Technologist | 40.20 |
| 12221 - Nursing Assistant I | 12.02*** |
| 12222 - Nursing Assistant II | 13.51*** |
| 12223 - Nursing Assistant III | 14.74*** |
| 12224 - Nursing Assistant IV | 16.56 |
| 12235 - Optical Dispenser | 18.29 |
| 12236 - Optical Technician | 16.36 |
| 12250 - Pharmacy Technician | 15.04 |
| 12280 - Phlebotomist | 16.36 |
| 12305 - Radiologic Technologist | 24.12 |
| 12311 - Registered Nurse I | 25.41 |
| 12312 - Registered Nurse II | 30.43 |
| 12313 - Registered Nurse II Specialist | 30.43 |
| 12314 - Registered Nurse III | 36.80 |
| 12315 - Registered Nurse III Anesthetist | 36.80 |
| 12316 - Registered Nurse IV | 44.11 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 22.66 |
| 12320 - Substance Abuse Treatment Counselor | 28.83 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 16.09 |
| 13012 - Exhibits Specialist II | 19.93 |
| 13013 - Exhibits Specialist III | 24.37 |
| 13041 - Illustrator I | 16.96 |
| 13042 - Illustrator II | 19.93 |
| 13043 - Illustrator III | 24.37 |
| 13047 - Librarian | 22.07 |
| 13050 - Library Aide/Clerk | 11.83*** |
| 13054 - Library Information Technology Systems Administrator | 19.93 |
| 13058 - Library Technician | 14.38*** |
| 13061 - Media Specialist I | 14.38*** |
| 13062 - Media Specialist II | 16.09 |
| 13063 - Media Specialist III | 17.94 |
| 13071 - Photographer I | 14.95*** |
| 13072 - Photographer II | 17.85 |
| 13073 - Photographer III | 20.72 |
| 13074 - Photographer IV | 25.35 |
| 13075 - Photographer V | 30.67 |
| 13090 - Technical Order Library Clerk | 15.49 |
| 13110 - Video Teleconference Technician | 18.06 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 16.64 |
| 14042 - Computer Operator II | 18.67 |
| 14043 - Computer Operator III | 20.82 |
| 14044 - Computer Operator IV | 23.14 |
| 14045 - Computer Operator V | 25.61 |

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|---|---------|----------|
| 14071 - Computer Programmer I | (see 1) | 21.66 |
| 14072 - Computer Programmer II | (see 1) | 26.85 |
| 14073 - Computer Programmer III | (see 1) | |
| 14074 - Computer Programmer IV | (see 1) | |
| 14101 - Computer Systems Analyst I | (see 1) | |
| 14102 - Computer Systems Analyst II | (see 1) | |
| 14103 - Computer Systems Analyst III | (see 1) | |
| 14150 - Peripheral Equipment Operator | | 16.64 |
| 14160 - Personal Computer Support Technician | | 23.14 |
| 14170 - System Support Specialist | | 25.61 |
| 15000 - Instructional Occupations | | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | | 28.79 |
| 15020 - Aircrew Training Devices Instructor (Rated) | | 36.76 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | | 41.75 |
| 15050 - Computer Based Training Specialist / Instructor | | 28.79 |
| 15060 - Educational Technologist | | 27.71 |
| 15070 - Flight Instructor (Pilot) | | 41.75 |
| 15080 - Graphic Artist | | 26.71 |
| 15085 - Maintenance Test Pilot Fixed Jet/Prop | | 41.17 |
| 15086 - Maintenance Test Pilot Rotary Wing | | 41.17 |
| 15088 - Non-Maintenance Test/Co-Pilot | | 41.17 |
| 15090 - Technical Instructor | | 21.83 |
| 15095 - Technical Instructor/Course Developer | | 26.71 |
| 15110 - Test Proctor | | 17.62 |
| 15120 - Tutor | | 17.62 |
| 16000 - Laundry Dry-Cleaning Pressing And Related Occupations | | |
| 16010 - Assembler | | 11.39*** |
| 16030 - Counter Attendant | | 11.39*** |
| 16040 - Dry Cleaner | | 13.67*** |
| 16070 - Finisher Flatwork Machine | | 11.39*** |
| 16090 - Presser Hand | | 11.39*** |
| 16110 - Presser Machine Drycleaning | | 11.39*** |
| 16130 - Presser Machine Shirts | | 11.39*** |
| 16160 - Presser Machine Wearing Apparel Laundry | | 11.39*** |
| 16190 - Sewing Machine Operator | | 14.63*** |
| 16220 - Tailor | | 15.59 |
| 16250 - Washer Machine | | 11.93*** |
| 19000 - Machine Tool Operation And Repair Occupations | | |
| 19010 - Machine-Tool Operator (Tool Room) | | 19.17 |
| 19040 - Tool And Die Maker | | 24.04 |
| 21000 - Materials Handling And Packing Occupations | | |
| 21020 - Forklift Operator | | 17.57 |
| 21030 - Material Coordinator | | 23.56 |
| 21040 - Material Expediter | | 23.56 |
| 21050 - Material Handling Laborer | | 13.55*** |
| 21071 - Order Filler | | 13.56*** |
| 21080 - Production Line Worker (Food Processing) | | 17.57 |
| 21110 - Shipping Packer | | 16.37 |
| 21130 - Shipping/Receiving Clerk | | 16.37 |
| 21140 - Store Worker I | | 11.82*** |
| 21150 - Stock Clerk | | 16.33 |
| 21210 - Tools And Parts Attendant | | 17.57 |
| 21410 - Warehouse Specialist | | 17.57 |
| 23000 - Mechanics And Maintenance And Repair Occupations | | |
| 23010 - Aerospace Structural Welder | | 25.71 |
| 23019 - Aircraft Logs and Records Technician | | 19.96 |
| 23021 - Aircraft Mechanic I | | 24.30 |
| 23022 - Aircraft Mechanic II | | 25.71 |
| 23023 - Aircraft Mechanic III | | 27.19 |
| 23040 - Aircraft Mechanic Helper | | 17.07 |
| 23050 - Aircraft Painter | | 22.84 |
| 23060 - Aircraft Servicer | | 19.96 |
| 23070 - Aircraft Survival Flight Equipment Technician | | 22.84 |
| 23080 - Aircraft Worker | | 21.38 |
| 23091 - Aircrew Life Support Equipment (ALSE) Mechanic | | 21.38 |

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|---|----------|
| I | |
| 23092 - Aircrew Life Support Equipment (ALSE) Mechanic | 24.30 |
| II | |
| 23110 - Appliance Mechanic | 21.80 |
| 23120 - Bicycle Repairer | 17.64 |
| 23125 - Cable Splicer | 32.46 |
| 23130 - Carpenter Maintenance | 19.92 |
| 23140 - Carpet Layer | 20.40 |
| 23160 - Electrician Maintenance | 23.96 |
| 23181 - Electronics Technician Maintenance I | 21.17 |
| 23182 - Electronics Technician Maintenance II | 22.66 |
| 23183 - Electronics Technician Maintenance III | 24.13 |
| 23260 - Fabric Worker | 19.04 |
| 23290 - Fire Alarm System Mechanic | 23.18 |
| 23310 - Fire Extinguisher Repairer | 17.64 |
| 23311 - Fuel Distribution System Mechanic | 23.18 |
| 23312 - Fuel Distribution System Operator | 17.64 |
| 23370 - General Maintenance Worker | 16.68 |
| 23380 - Ground Support Equipment Mechanic | 24.30 |
| 23381 - Ground Support Equipment Servicer | 19.96 |
| 23382 - Ground Support Equipment Worker | 21.38 |
| 23391 - Gunsmith I | 17.64 |
| 23392 - Gunsmith II | 20.40 |
| 23393 - Gunsmith III | 23.18 |
| 23410 - Heating Ventilation And Air-Conditioning Mechanic | 21.48 |
| 23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) | 23.55 |
| 23430 - Heavy Equipment Mechanic | 23.18 |
| 23440 - Heavy Equipment Operator | 18.99 |
| 23460 - Instrument Mechanic | 23.18 |
| 23465 - Laboratory/Shelter Mechanic | 21.80 |
| 23470 - Laborer | 13.55*** |
| 23510 - Locksmith | 21.80 |
| 23530 - Machinery Maintenance Mechanic | 22.92 |
| 23550 - Machinist Maintenance | 18.97 |
| 23580 - Maintenance Trades Helper | 13.65*** |
| 23591 - Metrology Technician I | 23.18 |
| 23592 - Metrology Technician II | 24.54 |
| 23593 - Metrology Technician III | 25.95 |
| 23640 - Millwright | 24.26 |
| 23710 - Office Appliance Repairer | 21.80 |
| 23760 - Painter Maintenance | 21.80 |
| 23790 - Pipefitter Maintenance | 21.58 |
| 23810 - Plumber Maintenance | 20.68 |
| 23820 - Pneudraulic Systems Mechanic | 23.18 |
| 23850 - Rigger | 23.18 |
| 23870 - Scale Mechanic | 20.40 |
| 23890 - Sheet-Metal Worker Maintenance | 19.00 |
| 23910 - Small Engine Mechanic | 19.00 |
| 23931 - Telecommunications Mechanic I | 26.75 |
| 23932 - Telecommunications Mechanic II | 28.30 |
| 23950 - Telephone Lineman | 26.63 |
| 23960 - Welder Combination Maintenance | 19.92 |
| 23965 - Well Driller | 23.18 |
| 23970 - Woodcraft Worker | 23.18 |
| 23980 - Woodworker | 17.64 |
| 24000 - Personal Needs Occupations | |
| 24550 - Case Manager | 13.51*** |
| 24570 - Child Care Attendant | 11.22*** |
| 24580 - Child Care Center Clerk | 14.11*** |
| 24610 - Chore Aide | 10.67*** |
| 24620 - Family Readiness And Support Services Coordinator | 13.51*** |
| 24630 - Homemaker | 16.62 |

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| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 23.36 |
| 25040 - Sewage Plant Operator | 19.58 |
| 25070 - Stationary Engineer | 23.36 |
| 25190 - Ventilation Equipment Tender | 16.29 |
| 25210 - Water Treatment Plant Operator | 19.58 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 13.59*** |
| 27007 - Baggage Inspector | 14.66*** |
| 27008 - Corrections Officer | 19.23 |
| 27010 - Court Security Officer | 18.53 |
| 27030 - Detection Dog Handler | 16.41 |
| 27040 - Detention Officer | 19.23 |
| 27070 - Firefighter | 16.97 |
| 27101 - Guard I | 14.66*** |
| 27102 - Guard II | 16.41 |
| 27131 - Police Officer I | 21.51 |
| 27132 - Police Officer II | 22.53 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 11.86*** |
| 28042 - Carnival Equipment Repairer | 12.82*** |
| 28043 - Carnival Worker | 8.87*** |
| 28210 - Gate Attendant/Gate Tender | 15.71 |
| 28310 - Lifeguard | 13.99*** |
| 28350 - Park Attendant (Aide) | 17.58 |
| 28510 - Recreation Aide/Health Facility Attendant | 12.83*** |
| 28515 - Recreation Specialist | 21.77 |
| 28630 - Sports Official | 13.99*** |
| 28690 - Swimming Pool Operator | 19.73 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 23.74 |
| 29020 - Hatch Tender | 23.74 |
| 29030 - Line Handler | 23.74 |
| 29041 - Stevedore I | 22.18 |
| 29042 - Stevedore II | 25.38 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist Center (HFO) (see 2) | 40.29 |
| 30011 - Air Traffic Control Specialist Station (HFO) (see 2) | 27.78 |
| 30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) | 30.59 |
| 30021 - Archeological Technician I | 16.54 |
| 30022 - Archeological Technician II | 18.50 |
| 30023 - Archeological Technician III | 22.93 |
| 30030 - Cartographic Technician | 22.93 |
| 30040 - Civil Engineering Technician | 20.36 |
| 30051 - Cryogenic Technician I | 21.24 |
| 30052 - Cryogenic Technician II | 23.46 |
| 30061 - Drafter/CAD Operator I | 16.54 |
| 30062 - Drafter/CAD Operator II | 18.50 |
| 30063 - Drafter/CAD Operator III | 20.64 |
| 30064 - Drafter/CAD Operator IV | 25.39 |
| 30081 - Engineering Technician I | 17.14 |
| 30082 - Engineering Technician II | 18.54 |
| 30083 - Engineering Technician III | 21.52 |
| 30084 - Engineering Technician IV | 25.66 |
| 30085 - Engineering Technician V | 30.95 |
| 30086 - Engineering Technician VI | 37.45 |
| 30090 - Environmental Technician | 21.22 |
| 30095 - Evidence Control Specialist | 19.18 |
| 30210 - Laboratory Technician | 21.41 |
| 30221 - Latent Fingerprint Technician I | 21.24 |
| 30222 - Latent Fingerprint Technician II | 23.46 |
| 30240 - Mathematical Technician | 22.93 |
| 30361 - Paralegal/Legal Assistant I | 18.81 |
| 30362 - Paralegal/Legal Assistant II | 22.31 |
| 30363 - Paralegal/Legal Assistant III | 27.20 |

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| 30364 - Paralegal/Legal Assistant IV | 33.01 |
| 30375 - Petroleum Supply Specialist | 23.46 |
| 30390 - Photo-Optics Technician | 22.93 |
| 30395 - Radiation Control Technician | 23.46 |
| 30461 - Technical Writer I | 22.46 |
| 30462 - Technical Writer II | 27.48 |
| 30463 - Technical Writer III | 33.24 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 25.60 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 30.98 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 37.13 |
| 30494 - Unexploded (UXO) Safety Escort | 25.60 |
| 30495 - Unexploded (UXO) Sweep Personnel | 25.60 |
| 30501 - Weather Forecaster I | 23.36 |
| 30502 - Weather Forecaster II | 28.42 |
| 30620 - Weather Observer Combined Upper Air Or | (see 2) 20.64 |
| Surface Programs | |
| 30621 - Weather Observer Senior | (see 2) 23.38 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31010 - Airplane Pilot | 30.98 |
| 31020 - Bus Aide | 11.67*** |
| 31030 - Bus Driver | 16.73 |
| 31043 - Driver Courier | 13.20*** |
| 31260 - Parking and Lot Attendant | 9.36*** |
| 31290 - Shuttle Bus Driver | 13.89*** |
| 31310 - Taxi Driver | 12.52*** |
| 31361 - Truckdriver Light | 13.89*** |
| 31362 - Truckdriver Medium | 15.04 |
| 31363 - Truckdriver Heavy | 20.14 |
| 31364 - Truckdriver Tractor-Trailer | 20.14 |
| 99000 - Miscellaneous Occupations | |
| 99020 - Cabin Safety Specialist | 15.10 |
| 99030 - Cashier | 10.28*** |
| 99050 - Desk Clerk | 10.01*** |
| 99095 - Embalmer | 24.26 |
| 99130 - Flight Follower | 25.60 |
| 99251 - Laboratory Animal Caretaker I | 14.47*** |
| 99252 - Laboratory Animal Caretaker II | 16.21 |
| 99260 - Marketing Analyst | 22.07 |
| 99310 - Mortician | 24.26 |
| 99410 - Pest Controller | 18.70 |
| 99510 - Photofinishing Worker | 13.45*** |
| 99710 - Recycling Laborer | 17.74 |
| 99711 - Recycling Specialist | 21.55 |
| 99730 - Refuse Collector | 15.98 |
| 99810 - Sales Clerk | 11.93*** |
| 99820 - School Crossing Guard | 13.27*** |
| 99830 - Survey Party Chief | 19.49 |
| 99831 - Surveying Aide | 12.77*** |
| 99832 - Surveying Technician | 17.49 |
| 99840 - Vending Machine Attendant | 17.89 |
| 99841 - Vending Machine Repairer | 22.41 |
| 99842 - Vending Machine Repairer Helper | 17.89 |

***Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 (\$15.00 per hour) or 13658 (\$11.25 per hour). Please see the Note at the top of the wage determination for more information. Please also note that the minimum wage requirements of Executive Order 14026 and 13658 are not currently being enforced as to contracts or contract-like instruments entered into with the federal government in connection with seasonal recreational services or seasonal recreational equipment rental for the general public on federal lands.

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.60 per hour up to 40 hours per week or \$184.00 per week or \$797.33 per month

HEALTH & WELFARE EO 13706: \$4.23 per hour up to 40 hours per week or \$169.20 per week or \$733.20 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 5 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Juneteenth National Independence Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than \$27.63 (or on a salary or fee basis at a rate not less than \$455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541.400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds \$27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees

who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

**** HAZARDOUS PAY DIFFERENTIAL ****

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder.

All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary

affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However in those instances where the uniforms furnished are made of "wash and wear" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

**** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS ****

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

**** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) ****

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR 4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).
- 4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

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| "REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor | U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210 Wage Determination No.: 2015-4537 Revision No.: 16 Date Of Last Revision: 03/15/2022 |
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Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

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| If the contract is entered into on or after January 30 2022 or the contract is renewed or extended (e.g. an option is exercised) on or after January 30 2022: | With certain exceptions Executive Order 14026 applies to the contract. The contractor must pay all covered workers at least \$15.00 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in 2022. |
| If the contract was awarded on or between January 1 2015 and January 29 2022 and the contract is not renewed or extended on or after January 30 2022: | With certain exceptions Executive Order 13658 applies to the contract. The contractor must pay all covered workers at least \$11.25 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in 2022. |

The applicable Executive Order minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the Executive Orders is available at <https://www.dol.gov/agencies/whd/government-contracts>.

State: Florida

Area: Florida Counties of Alachua Gilchrist

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|----------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 14.96*** |
| 01012 - Accounting Clerk II | | 16.80 |
| 01013 - Accounting Clerk III | | 18.79 |
| 01020 - Administrative Assistant | | 22.17 |
| 01035 - Court Reporter | | 18.82 |
| 01041 - Customer Service Representative I | | 13.27*** |
| 01042 - Customer Service Representative II | | 14.92*** |
| 01043 - Customer Service Representative III | | 16.27 |
| 01051 - Data Entry Operator I | | 15.44 |
| 01052 - Data Entry Operator II | | 16.84 |
| 01060 - Dispatcher Motor Vehicle | | 17.82 |
| 01070 - Document Preparation Clerk | | 14.99*** |
| 01090 - Duplicating Machine Operator | | 14.99*** |
| 01111 - General Clerk I | | 13.18*** |
| 01112 - General Clerk II | | 14.38*** |
| 01113 - General Clerk III | | 16.14 |

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| 01120 - Housing Referral Assistant | 21.00 |
| 01141 - Messenger Courier | 14.24*** |
| 01191 - Order Clerk I | 13.95*** |
| 01192 - Order Clerk II | 15.22 |
| 01261 - Personnel Assistant (Employment) I | 16.84 |
| 01262 - Personnel Assistant (Employment) II | 18.83 |
| 01263 - Personnel Assistant (Employment) III | 20.99 |
| 01270 - Production Control Clerk | 20.40 |
| 01290 - Rental Clerk | 11.95*** |
| 01300 - Scheduler Maintenance | 16.83 |
| 01311 - Secretary I | 16.83 |
| 01312 - Secretary II | 18.84 |
| 01313 - Secretary III | 21.00 |
| 01320 - Service Order Dispatcher | 15.93 |
| 01410 - Supply Technician | 22.17 |
| 01420 - Survey Worker | 18.84 |
| 01460 - Switchboard Operator/Receptionist | 13.13*** |
| 01531 - Travel Clerk I | 14.45*** |
| 01532 - Travel Clerk II | 15.71 |
| 01533 - Travel Clerk III | 16.87 |
| 01611 - Word Processor I | 14.99*** |
| 01612 - Word Processor II | 16.83 |
| 01613 - Word Processor III | 18.84 |
| 05000 - Automotive Service Occupations | |
| 05005 - Automobile Body Repairer Fiberglass | 21.93 |
| 05010 - Automotive Electrician | 18.25 |
| 05040 - Automotive Glass Installer | 17.04 |
| 05070 - Automotive Worker | 17.04 |
| 05110 - Mobile Equipment Servicer | 14.68*** |
| 05130 - Motor Equipment Metal Mechanic | 19.45 |
| 05160 - Motor Equipment Metal Worker | 17.04 |
| 05190 - Motor Vehicle Mechanic | 19.45 |
| 05220 - Motor Vehicle Mechanic Helper | 13.50*** |
| 05250 - Motor Vehicle Upholstery Worker | 15.87 |
| 05280 - Motor Vehicle Wrecker | 17.04 |
| 05310 - Painter Automotive | 18.25 |
| 05340 - Radiator Repair Specialist | 17.04 |
| 05370 - Tire Repairer | 10.75*** |
| 05400 - Transmission Repair Specialist | 19.45 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 13.38*** |
| 07041 - Cook I | 12.53*** |
| 07042 - Cook II | 14.54*** |
| 07070 - Dishwasher | 10.64*** |
| 07130 - Food Service Worker | 11.76*** |
| 07210 - Meat Cutter | 16.87 |
| 07260 - Waiter/Waitress | 9.80*** |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 19.18 |
| 09040 - Furniture Handler | 11.67*** |
| 09080 - Furniture Refinisher | 19.18 |
| 09090 - Furniture Refinisher Helper | 14.20*** |
| 09110 - Furniture Repairer Minor | 16.69 |
| 09130 - Upholsterer | 19.18 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner Vehicles | 13.65*** |
| 11060 - Elevator Operator | 12.87*** |
| 11090 - Gardener | 18.22 |
| 11122 - Housekeeping Aide | 12.87*** |
| 11150 - Janitor | 12.87*** |
| 11210 - Laborer Grounds Maintenance | 13.78*** |
| 11240 - Maid or Houseman | 11.48*** |
| 11260 - Pruner | 12.24*** |
| 11270 - Tractor Operator | 16.76 |
| 11330 - Trail Maintenance Worker | 13.78*** |

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| 11360 - Window Cleaner | 14.49*** |
| 12000 - Health Occupations | |
| 12010 Ambulance Driver | 19.03 |
| 12011 - Breath Alcohol Technician | 19.03 |
| 12012 - Certified Occupational Therapist Assistant | 28.57 |
| 12015 - Certified Physical Therapist Assistant | 29.11 |
| 12020 Dental Assistant | 18.71 |
| 12025 - Dental Hygienist | 32.16 |
| 12030 - EKG Technician | 31.56 |
| 12035 - Electroneurodiagnostic Technologist | 31.56 |
| 12040 Emergency Medical Technician | 19.03 |
| 12071 - Licensed Practical Nurse I | 18.62 |
| 12072 - Licensed Practical Nurse II | 20.82 |
| 12073 - Licensed Practical Nurse III | 23.21 |
| 12100 Medical Assistant | 15.87 |
| 12130 - Medical Laboratory Technician | 23.94 |
| 12160 - Medical Record Clerk | 20.93 |
| 12190 - Medical Record Technician | 23.46 |
| 12195 Medical Transcriptionist | 18.62 |
| 12210 - Nuclear Medicine Technologist | 44.39 |
| 12221 - Nursing Assistant I | 11.42*** |
| 12222 - Nursing Assistant II | 12.84*** |
| 12223 Nursing Assistant III | 14.01*** |
| 12224 - Nursing Assistant IV | 15.72 |
| 12235 - Optical Dispenser | 22.84 |
| 12236 - Optical Technician | 18.62 |
| 12250 Pharmacy Technician | 16.28 |
| 12280 - Phlebotomist | 16.40 |
| 12305 - Radiologic Technologist | 27.22 |
| 12311 - Registered Nurse I | 23.02 |
| 12312 Registered Nurse II | 28.15 |
| 12313 - Registered Nurse II Specialist | 28.15 |
| 12314 - Registered Nurse III | 34.07 |
| 12315 - Registered Nurse III Anesthetist | 34.07 |
| 12316 Registered Nurse IV | 40.83 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 25.80 |
| 12320 - Substance Abuse Treatment Counselor | 22.45 |
| 13000 - Information And Arts Occupations | |
| 13011 Exhibits Specialist I | 21.58 |
| 13012 - Exhibits Specialist II | 26.73 |
| 13013 - Exhibits Specialist III | 32.69 |
| 13041 - Illustrator I | 21.58 |
| 13042 Illustrator II | 26.73 |
| 13043 - Illustrator III | 32.69 |
| 13047 - Librarian | 29.60 |
| 13050 - Library Aide/Clerk | 17.18 |
| 13054 Library Information Technology Systems Administrator | 26.73 |
| 13058 - Library Technician | 18.00 |
| 13061 - Media Specialist I | 19.29 |
| 13062 Media Specialist II | 21.58 |
| 13063 - Media Specialist III | 24.06 |
| 13071 - Photographer I | 17.88 |
| 13072 - Photographer II | 20.01 |
| 13073 Photographer III | 24.78 |
| 13074 - Photographer IV | 30.32 |
| 13075 - Photographer V | 36.67 |
| 13090 - Technical Order Library Clerk | 21.58 |
| 13110 Video Teleconference Technician | 20.03 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 16.02 |
| 14042 - Computer Operator II | 17.91 |
| 14043 Computer Operator III | 19.97 |
| 14044 - Computer Operator IV | 22.19 |
| 14045 - Computer Operator V | 24.59 |

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| 14071 - Computer Programmer I | (see 1) | 18.76 |
| 14072 - Computer Programmer II | (see 1) | 23.22 |
| 14073 - Computer Programmer III | (see 1) | |
| 14074 - Computer Programmer IV | (see 1) | |
| 14101 - Computer Systems Analyst I | (see 1) | |
| 14102 - Computer Systems Analyst II | (see 1) | |
| 14103 - Computer Systems Analyst III | (see 1) | |
| 14150 - Peripheral Equipment Operator | | 16.02 |
| 14160 - Personal Computer Support Technician | | 22.19 |
| 14170 - System Support Specialist | | 29.96 |
| 15000 - Instructional Occupations | | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | | 29.36 |
| 15020 - Aircrew Training Devices Instructor (Rated) | | 35.53 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | | 42.59 |
| 15050 - Computer Based Training Specialist / Instructor | | 29.36 |
| 15060 - Educational Technologist | | 25.30 |
| 15070 - Flight Instructor (Pilot) | | 42.59 |
| 15080 - Graphic Artist | | 23.06 |
| 15085 - Maintenance Test Pilot Fixed Jet/Prop | | 42.59 |
| 15086 - Maintenance Test Pilot Rotary Wing | | 42.59 |
| 15088 - Non-Maintenance Test/Co-Pilot | | 42.59 |
| 15090 - Technical Instructor | | 21.14 |
| 15095 - Technical Instructor/Course Developer | | 25.86 |
| 15110 - Test Proctor | | 17.07 |
| 15120 - Tutor | | 17.07 |
| 16000 - Laundry Dry-Cleaning Pressing And Related Occupations | | |
| 16010 - Assembler | | 10.15*** |
| 16030 - Counter Attendant | | 10.15*** |
| 16040 - Dry Cleaner | | 12.95*** |
| 16070 - Finisher Flatwork Machine | | 10.15*** |
| 16090 - Presser Hand | | 10.15*** |
| 16110 - Presser Machine Drycleaning | | 10.15*** |
| 16130 - Presser Machine Shirts | | 10.15*** |
| 16160 - Presser Machine Wearing Apparel Laundry | | 10.15*** |
| 16190 - Sewing Machine Operator | | 13.81*** |
| 16220 - Tailor | | 14.65*** |
| 16250 - Washer Machine | | 11.05*** |
| 19000 - Machine Tool Operation And Repair Occupations | | |
| 19010 - Machine-Tool Operator (Tool Room) | | 19.18 |
| 19040 - Tool And Die Maker | | 24.19 |
| 21000 - Materials Handling And Packing Occupations | | |
| 21020 - Forklift Operator | | 19.48 |
| 21030 - Material Coordinator | | 20.40 |
| 21040 - Material Expediter | | 20.40 |
| 21050 - Material Handling Laborer | | 13.05*** |
| 21071 - Order Filler | | 13.12*** |
| 21080 - Production Line Worker (Food Processing) | | 19.48 |
| 21110 - Shipping Packer | | 15.36 |
| 21130 - Shipping/Receiving Clerk | | 15.36 |
| 21140 - Store Worker I | | 11.28*** |
| 21150 - Stock Clerk | | 16.14 |
| 21210 - Tools And Parts Attendant | | 19.48 |
| 21410 - Warehouse Specialist | | 19.48 |
| 23000 - Mechanics And Maintenance And Repair Occupations | | |
| 23010 - Aerospace Structural Welder | | 21.68 |
| 23019 - Aircraft Logs and Records Technician | | 16.69 |
| 23021 - Aircraft Mechanic I | | 20.45 |
| 23022 - Aircraft Mechanic II | | 21.68 |
| 23023 - Aircraft Mechanic III | | 22.94 |
| 23040 - Aircraft Mechanic Helper | | 14.20*** |
| 23050 - Aircraft Painter | | 19.18 |
| 23060 - Aircraft Servicer | | 16.69 |
| 23070 - Aircraft Survival Flight Equipment Technician | | 19.18 |
| 23080 - Aircraft Worker | | 17.91 |
| 23091 - Aircrew Life Support Equipment (ALSE) Mechanic | | 17.91 |

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| 23092 - Aircrew Life Support Equipment (ALSE) Mechanic | 20.45 |
| II | |
| 23110 - Appliance Mechanic | 19.18 |
| 23120 - Bicycle Repairer | 15.44 |
| 23125 - Cable Splicer | 27.10 |
| 23130 - Carpenter Maintenance | 20.24 |
| 23140 - Carpet Layer | 17.91 |
| 23160 - Electrician Maintenance | 20.35 |
| 23181 - Electronics Technician Maintenance I | 23.12 |
| 23182 - Electronics Technician Maintenance II | 25.58 |
| 23183 - Electronics Technician Maintenance III | 27.43 |
| 23260 - Fabric Worker | 16.69 |
| 23290 - Fire Alarm System Mechanic | 19.46 |
| 23310 - Fire Extinguisher Repairer | 15.44 |
| 23311 - Fuel Distribution System Mechanic | 20.45 |
| 23312 - Fuel Distribution System Operator | 15.44 |
| 23370 - General Maintenance Worker | 17.18 |
| 23380 - Ground Support Equipment Mechanic | 20.45 |
| 23381 - Ground Support Equipment Servicer | 16.69 |
| 23382 - Ground Support Equipment Worker | 17.91 |
| 23391 - Gunsmith I | 15.44 |
| 23392 - Gunsmith II | 17.91 |
| 23393 - Gunsmith III | 20.45 |
| 23410 - Heating Ventilation And Air-Conditioning Mechanic | 19.57 |
| 23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) | 20.74 |
| 23430 - Heavy Equipment Mechanic | 19.87 |
| 23440 - Heavy Equipment Operator | 17.52 |
| 23460 - Instrument Mechanic | 20.45 |
| 23465 - Laboratory/Shelter Mechanic | 19.18 |
| 23470 - Laborer | 13.05*** |
| 23510 - Locksmith | 19.18 |
| 23530 - Machinery Maintenance Mechanic | 21.83 |
| 23550 - Machinist Maintenance | 20.75 |
| 23580 - Maintenance Trades Helper | 13.31*** |
| 23591 - Metrology Technician I | 20.45 |
| 23592 - Metrology Technician II | 21.68 |
| 23593 - Metrology Technician III | 22.94 |
| 23640 - Millwright | 20.45 |
| 23710 - Office Appliance Repairer | 17.95 |
| 23760 - Painter Maintenance | 17.27 |
| 23790 - Pipefitter Maintenance | 23.13 |
| 23810 - Plumber Maintenance | 21.70 |
| 23820 - Pneudraulic Systems Mechanic | 20.45 |
| 23850 - Rigger | 20.45 |
| 23870 - Scale Mechanic | 17.91 |
| 23890 - Sheet-Metal Worker Maintenance | 20.85 |
| 23910 - Small Engine Mechanic | 17.91 |
| 23931 - Telecommunications Mechanic I | 30.71 |
| 23932 - Telecommunications Mechanic II | 32.55 |
| 23950 - Telephone Lineman | 20.45 |
| 23960 - Welder Combination Maintenance | 17.46 |
| 23965 - Well Driller | 20.45 |
| 23970 - Woodcraft Worker | 20.45 |
| 23980 - Woodworker | 15.44 |
| 24000 - Personal Needs Occupations | |
| 24550 - Case Manager | 16.81 |
| 24570 - Child Care Attendant | 11.25*** |
| 24580 - Child Care Center Clerk | 14.02*** |
| 24610 - Chore Aide | 11.37*** |
| 24620 - Family Readiness And Support Services Coordinator | 16.81 |
| 24630 - Homemaker | 16.81 |

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| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 20.45 |
| 25040 - Sewage Plant Operator | 23.64 |
| 25070 - Stationary Engineer | 20.45 |
| 25190 - Ventilation Equipment Tender | 14.20*** |
| 25210 - Water Treatment Plant Operator | 23.64 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 17.71 |
| 27007 - Baggage Inspector | 12.72*** |
| 27008 - Corrections Officer | 18.12 |
| 27010 - Court Security Officer | 19.47 |
| 27030 - Detection Dog Handler | 14.24*** |
| 27040 - Detention Officer | 18.12 |
| 27070 - Firefighter | 20.81 |
| 27101 - Guard I | 12.72*** |
| 27102 - Guard II | 14.24*** |
| 27131 - Police Officer I | 20.46 |
| 27132 - Police Officer II | 22.73 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 13.36*** |
| 28042 - Carnival Equipment Repairer | 14.53*** |
| 28043 - Carnival Worker | 9.76*** |
| 28210 - Gate Attendant/Gate Tender | 15.60 |
| 28310 - Lifeguard | 13.09*** |
| 28350 - Park Attendant (Aide) | 17.45 |
| 28510 - Recreation Aide/Health Facility Attendant | 12.73*** |
| 28515 - Recreation Specialist | 21.62 |
| 28630 - Sports Official | 13.89*** |
| 28690 - Swimming Pool Operator | 16.86 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 17.91 |
| 29020 - Hatch Tender | 17.91 |
| 29030 - Line Handler | 17.91 |
| 29041 - Stevedore I | 16.69 |
| 29042 - Stevedore II | 19.18 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist Center (HFO) (see 2) | 40.29 |
| 30011 - Air Traffic Control Specialist Station (HFO) (see 2) | 27.78 |
| 30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) | 30.59 |
| 30021 - Archeological Technician I | 17.96 |
| 30022 - Archeological Technician II | 20.09 |
| 30023 - Archeological Technician III | 24.88 |
| 30030 - Cartographic Technician | 24.88 |
| 30040 - Civil Engineering Technician | 25.93 |
| 30051 - Cryogenic Technician I | 27.55 |
| 30052 - Cryogenic Technician II | 30.43 |
| 30061 - Drafter/CAD Operator I | 17.96 |
| 30062 - Drafter/CAD Operator II | 20.09 |
| 30063 - Drafter/CAD Operator III | 22.39 |
| 30064 - Drafter/CAD Operator IV | 27.55 |
| 30081 - Engineering Technician I | 15.27 |
| 30082 - Engineering Technician II | 17.14 |
| 30083 - Engineering Technician III | 19.17 |
| 30084 - Engineering Technician IV | 23.75 |
| 30085 - Engineering Technician V | 29.05 |
| 30086 - Engineering Technician VI | 35.15 |
| 30090 - Environmental Technician | 23.96 |
| 30095 - Evidence Control Specialist | 24.88 |
| 30210 - Laboratory Technician | 21.57 |
| 30221 - Latent Fingerprint Technician I | 27.55 |
| 30222 - Latent Fingerprint Technician II | 30.43 |
| 30240 - Mathematical Technician | 26.36 |
| 30361 - Paralegal/Legal Assistant I | 19.67 |
| 30362 - Paralegal/Legal Assistant II | 24.36 |
| 30363 - Paralegal/Legal Assistant III | 29.80 |

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| 30364 - Paralegal/Legal Assistant IV | 36.06 |
| 30375 - Petroleum Supply Specialist | 30.43 |
| 30390 - Photo-Optics Technician | 24.88 |
| 30395 - Radiation Control Technician | 30.43 |
| 30461 - Technical Writer I | 24.85 |
| 30462 - Technical Writer II | 30.40 |
| 30463 - Technical Writer III | 36.78 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 25.60 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 30.98 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 37.13 |
| 30494 - Unexploded (UXO) Safety Escort | 25.60 |
| 30495 - Unexploded (UXO) Sweep Personnel | 25.60 |
| 30501 - Weather Forecaster I | 27.55 |
| 30502 - Weather Forecaster II | 33.52 |
| 30620 - Weather Observer Combined Upper Air Or Surface Programs | (see 2) 22.39 |
| 30621 - Weather Observer Senior | (see 2) 24.88 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31010 - Airplane Pilot | 30.98 |
| 31020 - Bus Aide | 11.76*** |
| 31030 - Bus Driver | 16.62 |
| 31043 - Driver Courier | 14.14*** |
| 31260 - Parking and Lot Attendant | 10.66*** |
| 31290 - Shuttle Bus Driver | 15.37 |
| 31310 - Taxi Driver | 14.52*** |
| 31361 - Truckdriver Light | 15.37 |
| 31362 - Truckdriver Medium | 16.62 |
| 31363 - Truckdriver Heavy | 19.29 |
| 31364 - Truckdriver Tractor-Trailer | 19.29 |
| 99000 - Miscellaneous Occupations | |
| 99020 - Cabin Safety Specialist | 15.10 |
| 99030 - Cashier | 10.92*** |
| 99050 - Desk Clerk | 11.81*** |
| 99095 - Embalmer | 25.60 |
| 99130 - Flight Follower | 25.60 |
| 99251 - Laboratory Animal Caretaker I | 11.22*** |
| 99252 - Laboratory Animal Caretaker II | 11.77*** |
| 99260 - Marketing Analyst | 27.64 |
| 99310 - Mortician | 25.60 |
| 99410 - Pest Controller | 17.64 |
| 99510 - Photofinishing Worker | 13.45*** |
| 99710 - Recycling Laborer | 19.81 |
| 99711 - Recycling Specialist | 25.36 |
| 99730 - Refuse Collector | 18.52 |
| 99810 - Sales Clerk | 12.28*** |
| 99820 - School Crossing Guard | 14.42*** |
| 99830 - Survey Party Chief | 22.52 |
| 99831 - Surveying Aide | 13.99*** |
| 99832 - Surveying Technician | 19.17 |
| 99840 - Vending Machine Attendant | 17.73 |
| 99841 - Vending Machine Repairer | 22.37 |
| 99842 - Vending Machine Repairer Helper | 17.73 |

***Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 (\$15.00 per hour) or 13658 (\$11.25 per hour). Please see the Note at the top of the wage determination for more information. Please also note that the minimum wage requirements of Executive Order 14026 and 13658 are not currently being enforced as to contracts or contract-like instruments entered into with the federal government in connection with seasonal recreational services or seasonal recreational equipment rental for the general public on federal lands.

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.60 per hour up to 40 hours per week or \$184.00 per week or \$797.33 per month

HEALTH & WELFARE EO 13706: \$4.23 per hour up to 40 hours per week or \$169.20 per week or \$733.20 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 8 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (See 29 CFR 4.173)

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Juneteenth National Independence Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than \$27.63 (or on a salary or fee basis at a rate not less than \$455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541.400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds \$27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees

who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

**** HAZARDOUS PAY DIFFERENTIAL ****

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary

affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However in those instances where the uniforms furnished are made of "wash and wear" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

**** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS ****

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

**** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) ****

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR 4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).
- 4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

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| "REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor | U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210 Wage Determination No.: 2015-4539 Revision No.: 17 Date Of Last Revision: 03/15/2022 |
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Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

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| If the contract is entered into on or after January 30 2022 or the contract is renewed or extended (e.g. an option is exercised) on or after January 30 2022: | With certain exceptions Executive Order 14026 applies to the contract. The contractor must pay all covered workers at least \$15.00 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in 2022. |
| If the contract was awarded on or between January 1 2015 and January 29 2022 and the contract is not renewed or extended on or after January 30 2022: | With certain exceptions Executive Order 13658 applies to the contract. The contractor must pay all covered workers at least \$11.25 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in 2022. |

The applicable Executive Order minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the Executive Orders is available at <https://www.dol.gov/agencies/whd/government-contracts>.

State: Florida

Area: Florida Counties of Baker Clay Duval Nassau Saint Johns

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|----------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 15.24 |
| 01012 - Accounting Clerk II | | 17.12 |
| 01013 - Accounting Clerk III | | 19.14 |
| 01020 - Administrative Assistant | | 24.54 |
| 01035 - Court Reporter | | 17.30 |
| 01041 - Customer Service Representative I | | 14.05*** |
| 01042 - Customer Service Representative II | | 15.33 |
| 01043 - Customer Service Representative III | | 17.21 |
| 01051 - Data Entry Operator I | | 14.49*** |
| 01052 - Data Entry Operator II | | 15.81 |
| 01060 - Dispatcher Motor Vehicle | | 18.99 |
| 01070 - Document Preparation Clerk | | 15.13 |
| 01090 - Duplicating Machine Operator | | 15.13 |
| 01111 - General Clerk I | | 12.87*** |
| 01112 - General Clerk II | | 14.04*** |
| 01113 - General Clerk III | | 18.09 |

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| 01120 - Housing Referral Assistant | 20.83 |
| 01141 - Messenger Courier | 13.82*** |
| 01191 - Order Clerk I | 14.26*** |
| 01192 - Order Clerk II | 15.55 |
| 01261 - Personnel Assistant (Employment) I | 15.99 |
| 01262 - Personnel Assistant (Employment) II | 17.89 |
| 01263 - Personnel Assistant (Employment) III | 19.94 |
| 01270 - Production Control Clerk | 22.72 |
| 01290 - Rental Clerk | 14.30*** |
| 01300 - Scheduler Maintenance | 16.70 |
| 01311 - Secretary I | 16.70 |
| 01312 - Secretary II | 18.69 |
| 01313 - Secretary III | 20.83 |
| 01320 - Service Order Dispatcher | 16.98 |
| 01410 - Supply Technician | 24.54 |
| 01420 - Survey Worker | 15.64 |
| 01460 - Switchboard Operator/Receptionist | 14.36*** |
| 01531 - Travel Clerk I | 14.20*** |
| 01532 - Travel Clerk II | 15.42 |
| 01533 - Travel Clerk III | 16.58 |
| 01611 - Word Processor I | 13.73*** |
| 01612 - Word Processor II | 15.42 |
| 01613 - Word Processor III | 17.25 |
| 05000 - Automotive Service Occupations | |
| 05005 - Automobile Body Repairer Fiberglass | 18.96 |
| 05010 - Automotive Electrician | 18.84 |
| 05040 - Automotive Glass Installer | 17.59 |
| 05070 - Automotive Worker | 17.59 |
| 05110 - Mobile Equipment Servicer | 15.16 |
| 05130 - Motor Equipment Metal Mechanic | 20.08 |
| 05160 - Motor Equipment Metal Worker | 17.59 |
| 05190 - Motor Vehicle Mechanic | 20.08 |
| 05220 - Motor Vehicle Mechanic Helper | 13.94*** |
| 05250 - Motor Vehicle Upholstery Worker | 16.38 |
| 05280 - Motor Vehicle Wrecker | 17.59 |
| 05310 - Painter Automotive | 18.84 |
| 05340 - Radiator Repair Specialist | 17.59 |
| 05370 - Tire Repairer | 13.37*** |
| 05400 - Transmission Repair Specialist | 20.08 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 14.05*** |
| 07041 - Cook I | 12.83*** |
| 07042 - Cook II | 14.89*** |
| 07070 - Dishwasher | 10.47*** |
| 07130 - Food Service Worker | 11.75*** |
| 07210 - Meat Cutter | 18.13 |
| 07260 - Waiter/Waitress | 10.89*** |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 18.75 |
| 09040 - Furniture Handler | 10.93*** |
| 09080 - Furniture Refinisher | 17.97 |
| 09090 - Furniture Refinisher Helper | 13.29*** |
| 09110 - Furniture Repairer Minor | 15.63 |
| 09130 - Upholsterer | 20.22 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner Vehicles | 13.44*** |
| 11060 - Elevator Operator | 12.49*** |
| 11090 - Gardener | 18.92 |
| 11122 - Housekeeping Aide | 11.35*** |
| 11150 - Janitor | 11.35*** |
| 11210 - Laborer Grounds Maintenance | 14.31*** |
| 11240 - Maid or Houseman | 11.43*** |
| 11260 - Pruner | 12.71*** |
| 11270 - Tractor Operator | 17.40 |
| 11330 - Trail Maintenance Worker | 14.31*** |

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| 11360 - Window Cleaner | 12.78*** |
| 12000 - Health Occupations | |
| 12010 Ambulance Driver | 15.80 |
| 12011 - Breath Alcohol Technician | 19.93 |
| 12012 - Certified Occupational Therapist Assistant | 30.97 |
| 12015 - Certified Physical Therapist Assistant | 29.71 |
| 12020 Dental Assistant | 19.93 |
| 12025 - Dental Hygienist | 33.12 |
| 12030 - EKG Technician | 24.46 |
| 12035 - Electroneurodiagnostic Technologist | 24.46 |
| 12040 Emergency Medical Technician | 15.80 |
| 12071 - Licensed Practical Nurse I | 17.82 |
| 12072 - Licensed Practical Nurse II | 19.93 |
| 12073 - Licensed Practical Nurse III | 22.21 |
| 12100 Medical Assistant | 16.52 |
| 12130 - Medical Laboratory Technician | 25.20 |
| 12160 - Medical Record Clerk | 16.12 |
| 12190 - Medical Record Technician | 18.03 |
| 12195 Medical Transcriptionist | 18.14 |
| 12210 - Nuclear Medicine Technologist | 36.99 |
| 12221 - Nursing Assistant I | 11.70*** |
| 12222 - Nursing Assistant II | 13.15*** |
| 12223 Nursing Assistant III | 14.35*** |
| 12224 - Nursing Assistant IV | 16.12 |
| 12235 - Optical Dispenser | 20.08 |
| 12236 - Optical Technician | 16.87 |
| 12250 Pharmacy Technician | 16.58 |
| 12280 - Phlebotomist | 16.72 |
| 12305 - Radiologic Technologist | 27.57 |
| 12311 - Registered Nurse I | 25.27 |
| 12312 Registered Nurse II | 30.91 |
| 12313 - Registered Nurse II Specialist | 30.91 |
| 12314 - Registered Nurse III | 37.41 |
| 12315 - Registered Nurse III Anesthetist | 37.41 |
| 12316 Registered Nurse IV | 44.83 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 24.69 |
| 12320 - Substance Abuse Treatment Counselor | 20.97 |
| 13000 - Information And Arts Occupations | |
| 13011 Exhibits Specialist I | 21.09 |
| 13012 - Exhibits Specialist II | 26.12 |
| 13013 - Exhibits Specialist III | 31.95 |
| 13041 - Illustrator I | 19.57 |
| 13042 Illustrator II | 24.24 |
| 13043 - Illustrator III | 29.65 |
| 13047 - Librarian | 28.93 |
| 13050 - Library Aide/Clerk | 14.34*** |
| 13054 Library Information Technology Systems Administrator | 26.12 |
| 13058 - Library Technician | 19.57 |
| 13061 - Media Specialist I | 18.85 |
| 13062 Media Specialist II | 21.09 |
| 13063 - Media Specialist III | 23.51 |
| 13071 - Photographer I | 14.92*** |
| 13072 - Photographer II | 17.18 |
| 13073 Photographer III | 20.68 |
| 13074 - Photographer IV | 25.30 |
| 13075 - Photographer V | 30.60 |
| 13090 - Technical Order Library Clerk | 18.02 |
| 13110 Video Teleconference Technician | 19.04 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 18.69 |
| 14042 - Computer Operator II | 20.92 |
| 14043 Computer Operator III | 23.33 |
| 14044 - Computer Operator IV | 25.92 |
| 14045 - Computer Operator V | 28.70 |

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| 14071 - Computer Programmer I | (see 1) | 24.20 |
| 14072 - Computer Programmer II | (see 1) | |
| 14073 - Computer Programmer III | (see 1) | |
| 14074 - Computer Programmer IV | (see 1) | |
| 14101 - Computer Systems Analyst I | (see 1) | |
| 14102 - Computer Systems Analyst II | (see 1) | |
| 14103 - Computer Systems Analyst III | (see 1) | |
| 14150 - Peripheral Equipment Operator | | 18.69 |
| 14160 - Personal Computer Support Technician | | 25.92 |
| 14170 - System Support Specialist | | 31.52 |
| 15000 - Instructional Occupations | | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | | 30.11 |
| 15020 - Aircrew Training Devices Instructor (Rated) | | 36.43 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | | 43.57 |
| 15050 - Computer Based Training Specialist / Instructor | | 28.54 |
| 15060 - Educational Technologist | | 30.86 |
| 15070 - Flight Instructor (Pilot) | | 43.57 |
| 15080 - Graphic Artist | | 23.73 |
| 15085 - Maintenance Test Pilot Fixed Jet/Prop | | 41.93 |
| 15086 - Maintenance Test Pilot Rotary Wing | | 41.93 |
| 15088 - Non-Maintenance Test/Co-Pilot | | 41.93 |
| 15090 - Technical Instructor | | 22.58 |
| 15095 - Technical Instructor/Course Developer | | 27.62 |
| 15110 - Test Proctor | | 18.22 |
| 15120 - Tutor | | 18.22 |
| 16000 - Laundry Dry-Cleaning Pressing And Related Occupations | | |
| 16010 - Assembler | | 10.15*** |
| 16030 - Counter Attendant | | 10.15*** |
| 16040 - Dry Cleaner | | 12.95*** |
| 16070 - Finisher Flatwork Machine | | 10.15*** |
| 16090 - Presser Hand | | 10.15*** |
| 16110 - Presser Machine Drycleaning | | 10.15*** |
| 16130 - Presser Machine Shirts | | 10.15*** |
| 16160 - Presser Machine Wearing Apparel Laundry | | 10.15*** |
| 16190 - Sewing Machine Operator | | 13.81*** |
| 16220 - Tailor | | 14.65*** |
| 16250 - Washer Machine | | 11.05*** |
| 19000 - Machine Tool Operation And Repair Occupations | | |
| 19010 - Machine-Tool Operator (Tool Room) | | 19.14 |
| 19040 - Tool And Die Maker | | 24.13 |
| 21000 - Materials Handling And Packing Occupations | | |
| 21020 - Forklift Operator | | 19.44 |
| 21030 - Material Coordinator | | 22.72 |
| 21040 - Material Expediter | | 22.72 |
| 21050 - Material Handling Laborer | | 13.92*** |
| 21071 - Order Filler | | 13.74*** |
| 21080 - Production Line Worker (Food Processing) | | 19.44 |
| 21110 - Shipping Packer | | 16.59 |
| 21130 - Shipping/Receiving Clerk | | 16.59 |
| 21140 - Store Worker I | | 11.28*** |
| 21150 - Stock Clerk | | 16.14 |
| 21210 - Tools And Parts Attendant | | 19.44 |
| 21410 - Warehouse Specialist | | 19.44 |
| 23000 - Mechanics And Maintenance And Repair Occupations | | |
| 23010 - Aerospace Structural Welder | | 29.83 |
| 23019 - Aircraft Logs and Records Technician | | 22.96 |
| 23021 - Aircraft Mechanic I | | 28.14 |
| 23022 - Aircraft Mechanic II | | 29.83 |
| 23023 - Aircraft Mechanic III | | 31.57 |
| 23040 - Aircraft Mechanic Helper | | 19.53 |
| 23050 - Aircraft Painter | | 26.40 |
| 23060 - Aircraft Servicer | | 22.96 |
| 23070 - Aircraft Survival Flight Equipment Technician | | 26.40 |
| 23080 - Aircraft Worker | | 24.65 |
| 23091 - Aircrew Life Support Equipment (ALSE) Mechanic | | 24.65 |

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| 23092 - Aircrew Life Support Equipment (ALSE) Mechanic | 28.14 |
| II | |
| 23110 - Appliance Mechanic | 18.66 |
| 23120 - Bicycle Repairer | 18.19 |
| 23125 - Cable Splicer | 31.20 |
| 23130 - Carpenter Maintenance | 18.86 |
| 23140 - Carpet Layer | 21.10 |
| 23160 - Electrician Maintenance | 22.34 |
| 23181 - Electronics Technician Maintenance I | 24.76 |
| 23182 - Electronics Technician Maintenance II | 26.52 |
| 23183 - Electronics Technician Maintenance III | 28.27 |
| 23260 - Fabric Worker | 19.66 |
| 23290 - Fire Alarm System Mechanic | 21.99 |
| 23310 - Fire Extinguisher Repairer | 18.19 |
| 23311 - Fuel Distribution System Mechanic | 25.36 |
| 23312 - Fuel Distribution System Operator | 19.14 |
| 23370 - General Maintenance Worker | 18.01 |
| 23380 - Ground Support Equipment Mechanic | 28.14 |
| 23381 - Ground Support Equipment Servicer | 22.96 |
| 23382 - Ground Support Equipment Worker | 24.65 |
| 23391 - Gunsmith I | 18.19 |
| 23392 - Gunsmith II | 21.10 |
| 23393 - Gunsmith III | 24.09 |
| 23410 - Heating Ventilation And Air-Conditioning Mechanic | 22.37 |
| 23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) | 23.71 |
| 23430 - Heavy Equipment Mechanic | 24.48 |
| 23440 - Heavy Equipment Operator | 20.02 |
| 23460 - Instrument Mechanic | 28.45 |
| 23465 - Laboratory/Shelter Mechanic | 22.60 |
| 23470 - Laborer | 13.92*** |
| 23510 - Locksmith | 18.38 |
| 23530 - Machinery Maintenance Mechanic | 26.63 |
| 23550 - Machinist Maintenance | 20.97 |
| 23580 - Maintenance Trades Helper | 15.15 |
| 23591 - Metrology Technician I | 28.45 |
| 23592 - Metrology Technician II | 30.15 |
| 23593 - Metrology Technician III | 31.91 |
| 23640 - Millwright | 27.80 |
| 23710 - Office Appliance Repairer | 21.11 |
| 23760 - Painter Maintenance | 17.18 |
| 23790 - Pipefitter Maintenance | 22.76 |
| 23810 - Plumber Maintenance | 21.36 |
| 23820 - Pneudraulic Systems Mechanic | 24.09 |
| 23850 - Rigger | 26.81 |
| 23870 - Scale Mechanic | 21.10 |
| 23890 - Sheet-Metal Worker Maintenance | 22.62 |
| 23910 - Small Engine Mechanic | 18.78 |
| 23931 - Telecommunications Mechanic I | 31.23 |
| 23932 - Telecommunications Mechanic II | 33.10 |
| 23950 - Telephone Lineman | 24.08 |
| 23960 - Welder Combination Maintenance | 19.84 |
| 23965 - Well Driller | 22.02 |
| 23970 - Woodcraft Worker | 24.09 |
| 23980 - Woodworker | 18.19 |
| 24000 - Personal Needs Occupations | |
| 24550 - Case Manager | 16.35 |
| 24570 - Child Care Attendant | 11.79*** |
| 24580 - Child Care Center Clerk | 14.71*** |
| 24610 - Chore Aide | 11.73*** |
| 24620 - Family Readiness And Support Services Coordinator | 16.35 |
| 24630 - Homemaker | 19.49 |

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| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 30.03 |
| 25040 - Sewage Plant Operator | 30.33 |
| 25070 - Stationary Engineer | 30.03 |
| 25190 - Ventilation Equipment Tender | 20.85 |
| 25210 - Water Treatment Plant Operator | 30.33 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 18.73 |
| 27007 - Baggage Inspector | 11.86*** |
| 27008 - Corrections Officer | 21.68 |
| 27010 - Court Security Officer | 21.65 |
| 27030 - Detection Dog Handler | 13.68*** |
| 27040 - Detention Officer | 21.68 |
| 27070 - Firefighter | 21.11 |
| 27101 - Guard I | 11.86*** |
| 27102 - Guard II | 13.68*** |
| 27131 - Police Officer I | 25.20 |
| 27132 - Police Officer II | 28.00 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 13.28*** |
| 28042 - Carnival Equipment Repairer | 14.44*** |
| 28043 - Carnival Worker | 9.70*** |
| 28210 - Gate Attendant/Gate Tender | 16.94 |
| 28310 - Lifeguard | 11.29*** |
| 28350 - Park Attendant (Aide) | 18.96 |
| 28510 - Recreation Aide/Health Facility Attendant | 13.84*** |
| 28515 - Recreation Specialist | 23.49 |
| 28630 - Sports Official | 15.09 |
| 28690 - Swimming Pool Operator | 16.76 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 25.96 |
| 29020 - Hatch Tender | 25.96 |
| 29030 - Line Handler | 25.96 |
| 29041 - Stevedore I | 24.19 |
| 29042 - Stevedore II | 27.81 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist Center (HFO) (see 2) | 40.29 |
| 30011 - Air Traffic Control Specialist Station (HFO) (see 2) | 27.78 |
| 30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) | 30.59 |
| 30021 - Archeological Technician I | 16.46 |
| 30022 - Archeological Technician II | 18.41 |
| 30023 - Archeological Technician III | 22.82 |
| 30030 - Cartographic Technician | 22.82 |
| 30040 - Civil Engineering Technician | 23.80 |
| 30051 - Cryogenic Technician I | 25.27 |
| 30052 - Cryogenic Technician II | 27.92 |
| 30061 - Drafter/CAD Operator I | 16.46 |
| 30062 - Drafter/CAD Operator II | 18.41 |
| 30063 - Drafter/CAD Operator III | 20.54 |
| 30064 - Drafter/CAD Operator IV | 25.27 |
| 30081 - Engineering Technician I | 16.92 |
| 30082 - Engineering Technician II | 19.00 |
| 30083 - Engineering Technician III | 21.25 |
| 30084 - Engineering Technician IV | 26.33 |
| 30085 - Engineering Technician V | 32.20 |
| 30086 - Engineering Technician VI | 38.97 |
| 30090 - Environmental Technician | 21.21 |
| 30095 - Evidence Control Specialist | 21.84 |
| 30210 - Laboratory Technician | 27.09 |
| 30221 - Latent Fingerprint Technician I | 24.74 |
| 30222 - Latent Fingerprint Technician II | 27.33 |
| 30240 - Mathematical Technician | 26.84 |
| 30361 - Paralegal/Legal Assistant I | 19.14 |
| 30362 - Paralegal/Legal Assistant II | 23.70 |
| 30363 - Paralegal/Legal Assistant III | 28.99 |

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| 30364 - Paralegal/Legal Assistant IV | 35.08 |
| 30375 - Petroleum Supply Specialist | 26.72 |
| 30390 - Photo-Optics Technician | 22.82 |
| 30395 - Radiation Control Technician | 26.72 |
| 30461 - Technical Writer I | 25.35 |
| 30462 - Technical Writer II | 31.02 |
| 30463 - Technical Writer III | 37.53 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 25.60 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 30.98 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 37.13 |
| 30494 - Unexploded (UXO) Safety Escort | 25.60 |
| 30495 - Unexploded (UXO) Sweep Personnel | 25.60 |
| 30501 - Weather Forecaster I | 25.27 |
| 30502 - Weather Forecaster II | 30.74 |
| 30620 - Weather Observer Combined Upper Air Or | (see 2) 20.54 |
| Surface Programs | |
| 30621 - Weather Observer Senior | (see 2) 22.82 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31010 - Airplane Pilot | 30.98 |
| 31020 - Bus Aide | 13.82*** |
| 31030 - Bus Driver | 18.11 |
| 31043 - Driver Courier | 15.50 |
| 31260 - Parking and Lot Attendant | 11.10*** |
| 31290 - Shuttle Bus Driver | 16.85 |
| 31310 - Taxi Driver | 13.70*** |
| 31361 - Truckdriver Light | 16.85 |
| 31362 - Truckdriver Medium | 18.23 |
| 31363 - Truckdriver Heavy | 20.44 |
| 31364 - Truckdriver Tractor-Trailer | 20.44 |
| 99000 - Miscellaneous Occupations | |
| 99020 - Cabin Safety Specialist | 15.10 |
| 99030 - Cashier | 10.81*** |
| 99050 - Desk Clerk | 11.60*** |
| 99095 - Embalmer | 27.83 |
| 99130 - Flight Follower | 25.60 |
| 99251 - Laboratory Animal Caretaker I | 13.71*** |
| 99252 - Laboratory Animal Caretaker II | 14.89*** |
| 99260 - Marketing Analyst | 28.38 |
| 99310 - Mortician | 27.83 |
| 99410 - Pest Controller | 17.42 |
| 99510 - Photofinishing Worker | 14.18*** |
| 99710 - Recycling Laborer | 21.12 |
| 99711 - Recycling Specialist | 25.68 |
| 99730 - Refuse Collector | 18.76 |
| 99810 - Sales Clerk | 12.62*** |
| 99820 - School Crossing Guard | 11.48*** |
| 99830 - Survey Party Chief | 24.84 |
| 99831 - Surveying Aide | 14.07*** |
| 99832 - Surveying Technician | 19.28 |
| 99840 - Vending Machine Attendant | 11.62*** |
| 99841 - Vending Machine Repairer | 14.63*** |
| 99842 - Vending Machine Repairer Helper | 11.62*** |

***Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 (\$15.00 per hour) or 13658 (\$11.25 per hour). Please see the Note at the top of the wage determination for more information. Please also note that the minimum wage requirements of Executive Order 14026 and 13658 are not currently being enforced as to contracts or contract-like instruments entered into with the federal government in connection with seasonal recreational services or seasonal recreational equipment rental for the general public on federal lands.

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.60 per hour up to 40 hours per week or \$184.00 per week or \$797.33 per month

HEALTH & WELFARE EO 13706: \$4.23 per hour up to 40 hours per week or \$169.20 per week or \$733.20 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 8 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (See 29 CFR 4.173)

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Juneteenth National Independence Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than \$27.63 (or on a salary or fee basis at a rate not less than \$455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541.400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds \$27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees

who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

**** HAZARDOUS PAY DIFFERENTIAL ****

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder.

All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary

affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However in those instances where the uniforms furnished are made of "wash and wear" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

**** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS ****

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

**** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) ****

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR 4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).
- 4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

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| "REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor | U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210 Wage Determination No.: 2015-4555 Revision No.: 16 Date Of Last Revision: 03/15/2022 |
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Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

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| If the contract is entered into on or after January 30 2022 or the contract is renewed or extended (e.g. an option is exercised) on or after January 30 2022: | With certain exceptions Executive Order 14026 applies to the contract. The contractor must pay all covered workers at least \$15.00 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in 2022. |
| If the contract was awarded on or between January 1 2015 and January 29 2022 and the contract is not renewed or extended on or after January 30 2022: | With certain exceptions Executive Order 13658 applies to the contract. The contractor must pay all covered workers at least \$11.25 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in 2022. |

The applicable Executive Order minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the Executive Orders is available at <https://www.dol.gov/agencies/whd/government-contracts>.

State: Florida

Area: Florida County of Brevard

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|----------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 14.56*** |
| 01012 - Accounting Clerk II | | 16.34 |
| 01013 - Accounting Clerk III | | 18.43 |
| 01020 - Administrative Assistant | | 23.96 |
| 01035 - Court Reporter | | 18.78 |
| 01041 - Customer Service Representative I | | 12.47*** |
| 01042 - Customer Service Representative II | | 14.03*** |
| 01043 - Customer Service Representative III | | 15.30 |
| 01051 - Data Entry Operator I | | 14.84*** |
| 01052 - Data Entry Operator II | | 16.19 |
| 01060 - Dispatcher Motor Vehicle | | 17.03 |
| 01070 - Document Preparation Clerk | | 15.88 |
| 01090 - Duplicating Machine Operator | | 15.88 |
| 01111 - General Clerk I | | 13.46*** |
| 01112 - General Clerk II | | 14.69*** |
| 01113 - General Clerk III | | 16.50 |

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| 01120 - Housing Referral Assistant | 20.93 |
| 01141 - Messenger Courier | 14.73*** |
| 01191 - Order Clerk I | 13.57*** |
| 01192 - Order Clerk II | 14.81*** |
| 01261 - Personnel Assistant (Employment) I | 16.80 |
| 01262 - Personnel Assistant (Employment) II | 18.78 |
| 01263 - Personnel Assistant (Employment) III | 20.93 |
| 01270 - Production Control Clerk | 21.82 |
| 01290 - Rental Clerk | 13.59*** |
| 01300 - Scheduler Maintenance | 16.80 |
| 01311 - Secretary I | 16.80 |
| 01312 - Secretary II | 18.78 |
| 01313 - Secretary III | 20.93 |
| 01320 - Service Order Dispatcher | 15.22 |
| 01410 - Supply Technician | 23.96 |
| 01420 - Survey Worker | 16.31 |
| 01460 - Switchboard Operator/Receptionist | 13.91*** |
| 01531 - Travel Clerk I | 14.29*** |
| 01532 - Travel Clerk II | 15.40 |
| 01533 - Travel Clerk III | 16.53 |
| 01611 - Word Processor I | 14.95*** |
| 01612 - Word Processor II | 16.80 |
| 01613 - Word Processor III | 18.78 |
| 05000 - Automotive Service Occupations | |
| 05005 - Automobile Body Repairer Fiberglass | 23.65 |
| 05010 - Automotive Electrician | 18.15 |
| 05040 - Automotive Glass Installer | 17.17 |
| 05070 - Automotive Worker | 17.17 |
| 05110 - Mobile Equipment Servicer | 15.50 |
| 05130 - Motor Equipment Metal Mechanic | 18.88 |
| 05160 - Motor Equipment Metal Worker | 17.17 |
| 05190 - Motor Vehicle Mechanic | 18.80 |
| 05220 - Motor Vehicle Mechanic Helper | 14.58*** |
| 05250 - Motor Vehicle Upholstery Worker | 16.58 |
| 05280 - Motor Vehicle Wrecker | 17.17 |
| 05310 - Painter Automotive | 18.04 |
| 05340 - Radiator Repair Specialist | 17.17 |
| 05370 - Tire Repairer | 14.53*** |
| 05400 - Transmission Repair Specialist | 18.88 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 12.36*** |
| 07041 - Cook I | 12.80*** |
| 07042 - Cook II | 14.73*** |
| 07070 - Dishwasher | 10.18*** |
| 07130 - Food Service Worker | 11.07*** |
| 07210 - Meat Cutter | 17.35 |
| 07260 - Waiter/Waitress | 10.76*** |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 20.74 |
| 09040 - Furniture Handler | 13.01*** |
| 09080 - Furniture Refinisher | 18.39 |
| 09090 - Furniture Refinisher Helper | 13.94*** |
| 09110 - Furniture Repairer Minor | 16.18 |
| 09130 - Upholsterer | 18.39 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner Vehicles | 12.15*** |
| 11060 - Elevator Operator | 11.95*** |
| 11090 - Gardener | 16.65 |
| 11122 - Housekeeping Aide | 11.95*** |
| 11150 - Janitor | 11.95*** |
| 11210 - Laborer Grounds Maintenance | 13.02*** |
| 11240 - Maid or Houseman | 11.56*** |
| 11260 - Pruner | 11.84*** |
| 11270 - Tractor Operator | 15.44 |
| 11330 - Trail Maintenance Worker | 13.02*** |

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| 11360 - Window Cleaner | 13.17*** |
| 12000 - Health Occupations | |
| 12010 Ambulance Driver | 22.72 |
| 12011 - Breath Alcohol Technician | 19.10 |
| 12012 - Certified Occupational Therapist Assistant | 35.44 |
| 12015 - Certified Physical Therapist Assistant | 32.31 |
| 12020 Dental Assistant | 19.11 |
| 12025 - Dental Hygienist | 34.50 |
| 12030 - EKG Technician | 20.02 |
| 12035 - Electroneurodiagnostic Technologist | 20.02 |
| 12040 Emergency Medical Technician | 22.72 |
| 12071 - Licensed Practical Nurse I | 17.08 |
| 12072 - Licensed Practical Nurse II | 19.10 |
| 12073 - Licensed Practical Nurse III | 21.29 |
| 12100 Medical Assistant | 15.00 |
| 12130 - Medical Laboratory Technician | 24.85 |
| 12160 - Medical Record Clerk | 16.36 |
| 12190 - Medical Record Technician | 18.29 |
| 12195 Medical Transcriptionist | 17.43 |
| 12210 - Nuclear Medicine Technologist | 35.15 |
| 12221 - Nursing Assistant I | 11.76*** |
| 12222 - Nursing Assistant II | 13.22*** |
| 12223 Nursing Assistant III | 14.42*** |
| 12224 - Nursing Assistant IV | 16.19 |
| 12235 - Optical Dispenser | 24.22 |
| 12236 - Optical Technician | 18.41 |
| 12250 Pharmacy Technician | 16.60 |
| 12280 - Phlebotomist | 16.07 |
| 12305 - Radiologic Technologist | 27.80 |
| 12311 - Registered Nurse I | 22.67 |
| 12312 Registered Nurse II | 27.73 |
| 12313 - Registered Nurse II Specialist | 27.73 |
| 12314 - Registered Nurse III | 33.55 |
| 12315 - Registered Nurse III Anesthetist | 33.55 |
| 12316 Registered Nurse IV | 40.22 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 27.59 |
| 12320 - Substance Abuse Treatment Counselor | 19.59 |
| 13000 - Information And Arts Occupations | |
| 13011 Exhibits Specialist I | 17.52 |
| 13012 - Exhibits Specialist II | 20.85 |
| 13013 - Exhibits Specialist III | 25.49 |
| 13041 - Illustrator I | 16.82 |
| 13042 Illustrator II | 20.84 |
| 13043 - Illustrator III | 25.49 |
| 13047 - Librarian | 23.08 |
| 13050 - Library Aide/Clerk | 13.23*** |
| 13054 Library Information Technology Systems Administrator | 20.85 |
| 13058 - Library Technician | 17.68 |
| 13061 - Media Specialist I | 15.05 |
| 13062 Media Specialist II | 16.82 |
| 13063 - Media Specialist III | 18.75 |
| 13071 - Photographer I | 16.54 |
| 13072 - Photographer II | 18.51 |
| 13073 Photographer III | 22.92 |
| 13074 - Photographer IV | 28.05 |
| 13075 - Photographer V | 33.55 |
| 13090 - Technical Order Library Clerk | 16.62 |
| 13110 Video Teleconference Technician | 15.74 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 16.35 |
| 14042 - Computer Operator II | 18.30 |
| 14043 Computer Operator III | 20.40 |
| 14044 - Computer Operator IV | 22.66 |
| 14045 - Computer Operator V | 25.10 |

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| 14071 - Computer Programmer I | (see 1) | 23.18 |
| 14072 - Computer Programmer II | (see 1) | |
| 14073 - Computer Programmer III | (see 1) | |
| 14074 - Computer Programmer IV | (see 1) | |
| 14101 - Computer Systems Analyst I | (see 1) | |
| 14102 - Computer Systems Analyst II | (see 1) | |
| 14103 - Computer Systems Analyst III | (see 1) | |
| 14150 - Peripheral Equipment Operator | | 16.35 |
| 14160 - Personal Computer Support Technician | | 22.66 |
| 14170 - System Support Specialist | | 26.75 |
| 15000 - Instructional Occupations | | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | | 29.98 |
| 15020 - Aircrew Training Devices Instructor (Rated) | | 34.10 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | | 40.86 |
| 15050 - Computer Based Training Specialist / Instructor | | 29.98 |
| 15060 - Educational Technologist | | 30.86 |
| 15070 - Flight Instructor (Pilot) | | 40.86 |
| 15080 - Graphic Artist | | 20.58 |
| 15085 - Maintenance Test Pilot Fixed Jet/Prop | | 40.86 |
| 15086 - Maintenance Test Pilot Rotary Wing | | 40.86 |
| 15088 - Non-Maintenance Test/Co-Pilot | | 40.86 |
| 15090 - Technical Instructor | | 23.85 |
| 15095 - Technical Instructor/Course Developer | | 29.16 |
| 15110 - Test Proctor | | 19.25 |
| 15120 - Tutor | | 19.25 |
| 16000 - Laundry Dry-Cleaning Pressing And Related Occupations | | |
| 16010 - Assembler | | 10.02*** |
| 16030 - Counter Attendant | | 10.02*** |
| 16040 - Dry Cleaner | | 12.26*** |
| 16070 - Finisher Flatwork Machine | | 10.02*** |
| 16090 - Presser Hand | | 10.02*** |
| 16110 - Presser Machine Drycleaning | | 10.02*** |
| 16130 - Presser Machine Shirts | | 10.02*** |
| 16160 - Presser Machine Wearing Apparel Laundry | | 10.02*** |
| 16190 - Sewing Machine Operator | | 13.05*** |
| 16220 - Tailor | | 13.89*** |
| 16250 - Washer Machine | | 10.64*** |
| 19000 - Machine Tool Operation And Repair Occupations | | |
| 19010 - Machine-Tool Operator (Tool Room) | | 23.41 |
| 19040 - Tool And Die Maker | | 28.92 |
| 21000 - Materials Handling And Packing Occupations | | |
| 21020 - Forklift Operator | | 17.66 |
| 21030 - Material Coordinator | | 21.82 |
| 21040 - Material Expediter | | 21.82 |
| 21050 - Material Handling Laborer | | 13.48*** |
| 21071 - Order Filler | | 12.88*** |
| 21080 - Production Line Worker (Food Processing) | | 17.66 |
| 21110 - Shipping Packer | | 14.81*** |
| 21130 - Shipping/Receiving Clerk | | 14.81*** |
| 21140 - Store Worker I | | 13.62*** |
| 21150 - Stock Clerk | | 18.22 |
| 21210 - Tools And Parts Attendant | | 17.66 |
| 21410 - Warehouse Specialist | | 17.66 |
| 23000 - Mechanics And Maintenance And Repair Occupations | | |
| 23010 - Aerospace Structural Welder | | 29.88 |
| 23019 - Aircraft Logs and Records Technician | | 23.44 |
| 23021 - Aircraft Mechanic I | | 28.27 |
| 23022 - Aircraft Mechanic II | | 29.88 |
| 23023 - Aircraft Mechanic III | | 31.48 |
| 23040 - Aircraft Mechanic Helper | | 20.19 |
| 23050 - Aircraft Painter | | 26.63 |
| 23060 - Aircraft Servicer | | 23.44 |
| 23070 - Aircraft Survival Flight Equipment Technician | | 26.63 |
| 23080 - Aircraft Worker | | 25.04 |
| 23091 - Aircrew Life Support Equipment (ALSE) Mechanic | | 25.04 |

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| I | |
| 23092 - Aircrew Life Support Equipment (ALSE) Mechanic | 28.27 |
| II | |
| 23110 - Appliance Mechanic | 20.94 |
| 23120 - Bicycle Repairer | 17.11 |
| 23125 - Cable Splicer | 29.99 |
| 23130 - Carpenter Maintenance | 19.03 |
| 23140 - Carpet Layer | 19.69 |
| 23160 - Electrician Maintenance | 26.74 |
| 23181 - Electronics Technician Maintenance I | 28.26 |
| 23182 - Electronics Technician Maintenance II | 30.06 |
| 23183 - Electronics Technician Maintenance III | 31.91 |
| 23260 - Fabric Worker | 18.42 |
| 23290 - Fire Alarm System Mechanic | 19.24 |
| 23310 - Fire Extinguisher Repairer | 17.11 |
| 23311 - Fuel Distribution System Mechanic | 22.22 |
| 23312 - Fuel Distribution System Operator | 17.11 |
| 23370 - General Maintenance Worker | 17.61 |
| 23380 - Ground Support Equipment Mechanic | 28.27 |
| 23381 - Ground Support Equipment Servicer | 23.44 |
| 23382 - Ground Support Equipment Worker | 25.04 |
| 23391 - Gunsmith I | 17.56 |
| 23392 - Gunsmith II | 20.20 |
| 23393 - Gunsmith III | 22.75 |
| 23410 - Heating Ventilation And Air-Conditioning Mechanic | 21.12 |
| 23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) | 22.33 |
| 23430 - Heavy Equipment Mechanic | 25.53 |
| 23440 - Heavy Equipment Operator | 18.16 |
| 23460 - Instrument Mechanic | 22.22 |
| 23465 - Laboratory/Shelter Mechanic | 20.94 |
| 23470 - Laborer | 13.48*** |
| 23510 - Locksmith | 20.94 |
| 23530 - Machinery Maintenance Mechanic | 23.76 |
| 23550 - Machinist Maintenance | 20.27 |
| 23580 - Maintenance Trades Helper | 15.53 |
| 23591 - Metrology Technician I | 22.22 |
| 23592 - Metrology Technician II | 23.50 |
| 23593 - Metrology Technician III | 24.75 |
| 23640 - Millwright | 22.22 |
| 23710 - Office Appliance Repairer | 18.22 |
| 23760 - Painter Maintenance | 18.46 |
| 23790 - Pipefitter Maintenance | 24.60 |
| 23810 - Plumber Maintenance | 23.18 |
| 23820 - Pneudraulic Systems Mechanic | 22.22 |
| 23850 - Rigger | 22.22 |
| 23870 - Scale Mechanic | 19.69 |
| 23890 - Sheet-Metal Worker Maintenance | 23.00 |
| 23910 - Small Engine Mechanic | 17.41 |
| 23931 - Telecommunications Mechanic I | 24.15 |
| 23932 - Telecommunications Mechanic II | 25.23 |
| 23950 - Telephone Lineman | 22.22 |
| 23960 - Welder Combination Maintenance | 18.80 |
| 23965 - Well Driller | 20.92 |
| 23970 - Woodcraft Worker | 22.22 |
| 23980 - Woodworker | 17.11 |
| 24000 - Personal Needs Occupations | |
| 24550 - Case Manager | 18.09 |
| 24570 - Child Care Attendant | 11.62*** |
| 24580 - Child Care Center Clerk | 14.48*** |
| 24610 - Chore Aide | 11.41*** |
| 24620 - Family Readiness And Support Services Coordinator | 18.09 |
| 24630 - Homemaker | 18.09 |

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| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 22.22 |
| 25040 - Sewage Plant Operator | 21.25 |
| 25070 - Stationary Engineer | 22.22 |
| 25190 - Ventilation Equipment Tender | 15.87 |
| 25210 - Water Treatment Plant Operator | 21.25 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 18.70 |
| 27007 - Baggage Inspector | 15.03 |
| 27008 - Corrections Officer | 21.02 |
| 27010 - Court Security Officer | 21.02 |
| 27030 - Detection Dog Handler | 18.80 |
| 27040 - Detention Officer | 21.02 |
| 27070 - Firefighter | 21.14 |
| 27101 - Guard I | 15.03 |
| 27102 - Guard II | 18.80 |
| 27131 - Police Officer I | 21.36 |
| 27132 - Police Officer II | 23.74 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 13.12*** |
| 28042 - Carnival Equipment Repairer | 13.99*** |
| 28043 - Carnival Worker | 9.93*** |
| 28210 - Gate Attendant/Gate Tender | 16.78 |
| 28310 - Lifeguard | 12.08*** |
| 28350 - Park Attendant (Aide) | 18.76 |
| 28510 - Recreation Aide/Health Facility Attendant | 13.69*** |
| 28515 - Recreation Specialist | 23.25 |
| 28630 - Sports Official | 14.94*** |
| 28690 - Swimming Pool Operator | 16.11 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 26.22 |
| 29020 - Hatch Tender | 26.22 |
| 29030 - Line Handler | 26.22 |
| 29041 - Stevedore I | 24.92 |
| 29042 - Stevedore II | 29.40 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist Center (HFO) (see 2) | 40.55 |
| 30011 - Air Traffic Control Specialist Station (HFO) (see 2) | 27.96 |
| 30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) | 30.80 |
| 30021 - Archeological Technician I | 16.17 |
| 30022 - Archeological Technician II | 18.10 |
| 30023 - Archeological Technician III | 22.42 |
| 30030 - Cartographic Technician | 22.42 |
| 30040 - Civil Engineering Technician | 26.73 |
| 30051 - Cryogenic Technician I | 25.61 |
| 30052 - Cryogenic Technician II | 28.29 |
| 30061 - Drafter/CAD Operator I | 16.17 |
| 30062 - Drafter/CAD Operator II | 18.10 |
| 30063 - Drafter/CAD Operator III | 20.18 |
| 30064 - Drafter/CAD Operator IV | 24.83 |
| 30081 - Engineering Technician I | 16.33 |
| 30082 - Engineering Technician II | 18.34 |
| 30083 - Engineering Technician III | 20.51 |
| 30084 - Engineering Technician IV | 25.41 |
| 30085 - Engineering Technician V | 31.08 |
| 30086 - Engineering Technician VI | 37.61 |
| 30090 - Environmental Technician | 22.42 |
| 30095 - Evidence Control Specialist | 23.12 |
| 30210 - Laboratory Technician | 22.77 |
| 30221 - Latent Fingerprint Technician I | 25.61 |
| 30222 - Latent Fingerprint Technician II | 28.29 |
| 30240 - Mathematical Technician | 24.66 |
| 30361 - Paralegal/Legal Assistant I | 20.56 |
| 30362 - Paralegal/Legal Assistant II | 25.47 |
| 30363 - Paralegal/Legal Assistant III | 31.16 |

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| 30364 - Paralegal/Legal Assistant IV | 37.71 |
| 30375 - Petroleum Supply Specialist | 28.29 |
| 30390 - Photo-Optics Technician | 22.42 |
| 30395 - Radiation Control Technician | 28.29 |
| 30461 - Technical Writer I | 23.53 |
| 30462 - Technical Writer II | 28.79 |
| 30463 - Technical Writer III | 34.83 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 25.78 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 31.19 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 37.38 |
| 30494 - Unexploded (UXO) Safety Escort | 25.78 |
| 30495 - Unexploded (UXO) Sweep Personnel | 25.78 |
| 30501 - Weather Forecaster I | 25.61 |
| 30502 - Weather Forecaster II | 31.15 |
| 30620 - Weather Observer Combined Upper Air Or | (see 2) 20.18 |
| Surface Programs | |
| 30621 - Weather Observer Senior | (see 2) 22.42 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31010 - Airplane Pilot | 31.19 |
| 31020 - Bus Aide | 12.73*** |
| 31030 - Bus Driver | 17.53 |
| 31043 - Driver Courier | 15.56 |
| 31260 - Parking and Lot Attendant | 11.35*** |
| 31290 - Shuttle Bus Driver | 14.96*** |
| 31310 - Taxi Driver | 14.18*** |
| 31361 - Truckdriver Light | 15.14 |
| 31362 - Truckdriver Medium | 16.30 |
| 31363 - Truckdriver Heavy | 20.60 |
| 31364 - Truckdriver Tractor-Trailer | 20.60 |
| 99000 - Miscellaneous Occupations | |
| 99020 - Cabin Safety Specialist | 15.20 |
| 99030 - Cashier | 10.94*** |
| 99050 - Desk Clerk | 12.03*** |
| 99095 - Embalmer | 25.35 |
| 99130 - Flight Follower | 25.78 |
| 99251 - Laboratory Animal Caretaker I | 13.98*** |
| 99252 - Laboratory Animal Caretaker II | 15.07 |
| 99260 - Marketing Analyst | 28.42 |
| 99310 - Mortician | 25.35 |
| 99410 - Pest Controller | 17.18 |
| 99510 - Photofinishing Worker | 13.54*** |
| 99710 - Recycling Laborer | 20.21 |
| 99711 - Recycling Specialist | 23.98 |
| 99730 - Refuse Collector | 18.37 |
| 99810 - Sales Clerk | 12.17*** |
| 99820 - School Crossing Guard | 12.19*** |
| 99830 - Survey Party Chief | 23.73 |
| 99831 - Surveying Aide | 15.72 |
| 99832 - Surveying Technician | 21.57 |
| 99840 - Vending Machine Attendant | 19.81 |
| 99841 - Vending Machine Repairer | 24.58 |
| 99842 - Vending Machine Repairer Helper | 19.81 |

***Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 (\$15.00 per hour) or 13658 (\$11.25 per hour). Please see the Note at the top of the wage determination for more information. Please also note that the minimum wage requirements of Executive Order 14026 and 13658 are not currently being enforced as to contracts or contract-like instruments entered into with the federal government in connection with seasonal recreational services or seasonal recreational equipment rental for the general public on federal lands.

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.60 per hour up to 40 hours per week or \$184.00 per week or \$797.33 per month

HEALTH & WELFARE EO 13706: \$4.23 per hour up to 40 hours per week or \$169.20 per week or \$733.20 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years 4 weeks after 15 years and 5 weeks after 20 years.

Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Juneteenth National Independence Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than \$27.63 (or on a salary or fee basis at a rate not less than \$455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541.400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds \$27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees

who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

**** HAZARDOUS PAY DIFFERENTIAL ****

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary

affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However in those instances where the uniforms furnished are made of "wash and wear" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

**** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS ****

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

**** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) ****

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR 4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).
- 4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

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| "REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor | U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210 Wage Determination No.: 2015-4535 Revision No.: 21 Date Of Last Revision: 03/15/2022 |
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Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

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| If the contract is entered into on or after January 30 2022 or the contract is renewed or extended (e.g. an option is exercised) on or after January 30 2022: | With certain exceptions Executive Order 14026 applies to the contract. The contractor must pay all covered workers at least \$15.00 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in 2022. |
| If the contract was awarded on or between January 1 2015 and January 29 2022 and the contract is not renewed or extended on or after January 30 2022: | With certain exceptions Executive Order 13658 applies to the contract. The contractor must pay all covered workers at least \$11.25 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in 2022. |

The applicable Executive Order minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the Executive Orders is available at <https://www.dol.gov/agencies/whd/government-contracts>.

State: Florida

Area: Florida County of Broward

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|----------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 15.84 |
| 01012 - Accounting Clerk II | | 17.79 |
| 01013 - Accounting Clerk III | | 19.89 |
| 01020 - Administrative Assistant | | 28.29 |
| 01035 - Court Reporter | | 19.31 |
| 01041 - Customer Service Representative I | | 13.15*** |
| 01042 - Customer Service Representative II | | 14.56*** |
| 01043 - Customer Service Representative III | | 16.12 |
| 01051 - Data Entry Operator I | | 14.37*** |
| 01052 - Data Entry Operator II | | 15.68 |
| 01060 - Dispatcher Motor Vehicle | | 17.21 |
| 01070 - Document Preparation Clerk | | 14.77*** |
| 01090 - Duplicating Machine Operator | | 14.77*** |
| 01111 - General Clerk I | | 14.69*** |
| 01112 - General Clerk II | | 16.03 |
| 01113 - General Clerk III | | 18.01 |

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| 01120 - Housing Referral Assistant | 21.52 |
| 01141 - Messenger Courier | 14.85*** |
| 01191 - Order Clerk I | 15.11 |
| 01192 - Order Clerk II | 16.49 |
| 01261 - Personnel Assistant (Employment) I | 17.43 |
| 01262 - Personnel Assistant (Employment) II | 19.49 |
| 01263 - Personnel Assistant (Employment) III | 21.72 |
| 01270 - Production Control Clerk | 20.75 |
| 01290 - Rental Clerk | 14.93*** |
| 01300 - Scheduler Maintenance | 17.27 |
| 01311 - Secretary I | 17.27 |
| 01312 - Secretary II | 19.31 |
| 01313 - Secretary III | 21.52 |
| 01320 - Service Order Dispatcher | 15.39 |
| 01410 - Supply Technician | 28.29 |
| 01420 - Survey Worker | 20.30 |
| 01460 - Switchboard Operator/Receptionist | 14.49*** |
| 01531 - Travel Clerk I | 16.67 |
| 01532 - Travel Clerk II | 18.12 |
| 01533 - Travel Clerk III | 19.41 |
| 01611 - Word Processor I | 15.20 |
| 01612 - Word Processor II | 17.06 |
| 01613 - Word Processor III | 19.08 |
| 05000 - Automotive Service Occupations | |
| 05005 - Automobile Body Repairer Fiberglass | 21.45 |
| 05010 - Automotive Electrician | 19.13 |
| 05040 - Automotive Glass Installer | 17.86 |
| 05070 - Automotive Worker | 17.86 |
| 05110 - Mobile Equipment Servicer | 15.10 |
| 05130 - Motor Equipment Metal Mechanic | 20.40 |
| 05160 - Motor Equipment Metal Worker | 17.86 |
| 05190 - Motor Vehicle Mechanic | 20.40 |
| 05220 - Motor Vehicle Mechanic Helper | 13.71*** |
| 05250 - Motor Vehicle Upholstery Worker | 16.52 |
| 05280 - Motor Vehicle Wrecker | 17.86 |
| 05310 - Painter Automotive | 19.13 |
| 05340 - Radiator Repair Specialist | 17.86 |
| 05370 - Tire Repairer | 15.15 |
| 05400 - Transmission Repair Specialist | 20.40 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 14.25*** |
| 07041 - Cook I | 14.20*** |
| 07042 - Cook II | 16.81 |
| 07070 - Dishwasher | 11.20*** |
| 07130 - Food Service Worker | 12.87*** |
| 07210 - Meat Cutter | 16.63 |
| 07260 - Waiter/Waitress | 9.85*** |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 18.05 |
| 09040 - Furniture Handler | 9.80*** |
| 09080 - Furniture Refinisher | 16.48 |
| 09090 - Furniture Refinisher Helper | 11.83*** |
| 09110 - Furniture Repairer Minor | 14.27*** |
| 09130 - Upholsterer | 18.77 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner Vehicles | 12.17*** |
| 11060 - Elevator Operator | 11.64*** |
| 11090 - Gardener | 19.91 |
| 11122 - Housekeeping Aide | 11.64*** |
| 11150 - Janitor | 11.64*** |
| 11210 - Laborer Grounds Maintenance | 14.33*** |
| 11240 - Maid or Houseman | 11.42*** |
| 11260 - Pruner | 12.48*** |
| 11270 - Tractor Operator | 18.07 |
| 11330 - Trail Maintenance Worker | 14.33*** |

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| 11360 - Window Cleaner | 13.36*** |
| 12000 - Health Occupations | |
| 12010 Ambulance Driver | 16.87 |
| 12011 - Breath Alcohol Technician | 20.79 |
| 12012 - Certified Occupational Therapist Assistant | 32.71 |
| 12015 - Certified Physical Therapist Assistant | 29.49 |
| 12020 Dental Assistant | 19.65 |
| 12025 - Dental Hygienist | 35.10 |
| 12030 - EKG Technician | 24.21 |
| 12035 - Electroneurodiagnostic Technologist | 24.21 |
| 12040 Emergency Medical Technician | 16.87 |
| 12071 - Licensed Practical Nurse I | 18.59 |
| 12072 - Licensed Practical Nurse II | 20.79 |
| 12073 - Licensed Practical Nurse III | 23.17 |
| 12100 Medical Assistant | 17.50 |
| 12130 - Medical Laboratory Technician | 25.82 |
| 12160 - Medical Record Clerk | 17.77 |
| 12190 - Medical Record Technician | 20.52 |
| 12195 Medical Transcriptionist | 18.61 |
| 12210 - Nuclear Medicine Technologist | 37.64 |
| 12221 - Nursing Assistant I | 12.08*** |
| 12222 - Nursing Assistant II | 13.57*** |
| 12223 Nursing Assistant III | 14.82*** |
| 12224 - Nursing Assistant IV | 16.64 |
| 12235 - Optical Dispenser | 19.33 |
| 12236 - Optical Technician | 15.24 |
| 12250 Pharmacy Technician | 17.05 |
| 12280 - Phlebotomist | 16.04 |
| 12305 - Radiologic Technologist | 28.53 |
| 12311 - Registered Nurse I | 26.32 |
| 12312 Registered Nurse II | 29.80 |
| 12313 - Registered Nurse II Specialist | 29.80 |
| 12314 - Registered Nurse III | 36.04 |
| 12315 - Registered Nurse III Anesthetist | 36.04 |
| 12316 Registered Nurse IV | 43.22 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 25.76 |
| 12320 - Substance Abuse Treatment Counselor | 24.02 |
| 13000 - Information And Arts Occupations | |
| 13011 Exhibits Specialist I | 21.30 |
| 13012 - Exhibits Specialist II | 26.39 |
| 13013 - Exhibits Specialist III | 32.28 |
| 13041 - Illustrator I | 20.78 |
| 13042 Illustrator II | 25.74 |
| 13043 - Illustrator III | 31.48 |
| 13047 - Librarian | 30.39 |
| 13050 - Library Aide/Clerk | 13.41*** |
| 13054 Library Information Technology Systems Administrator | 26.99 |
| 13058 - Library Technician | 19.27 |
| 13061 - Media Specialist I | 18.57 |
| 13062 Media Specialist II | 20.78 |
| 13063 - Media Specialist III | 23.16 |
| 13071 - Photographer I | 16.89 |
| 13072 - Photographer II | 18.89 |
| 13073 Photographer III | 23.40 |
| 13074 - Photographer IV | 28.63 |
| 13075 - Photographer V | 34.63 |
| 13090 - Technical Order Library Clerk | 16.85 |
| 13110 Video Teleconference Technician | 21.33 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 18.05 |
| 14042 - Computer Operator II | 20.20 |
| 14043 Computer Operator III | 22.52 |
| 14044 - Computer Operator IV | 25.03 |
| 14045 - Computer Operator V | 27.71 |

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| 14071 - Computer Programmer I | (see 1) | 22.63 |
| 14072 - Computer Programmer II | (see 1) | |
| 14073 - Computer Programmer III | (see 1) | |
| 14074 - Computer Programmer IV | (see 1) | |
| 14101 - Computer Systems Analyst I | (see 1) | |
| 14102 - Computer Systems Analyst II | (see 1) | |
| 14103 - Computer Systems Analyst III | (see 1) | |
| 14150 - Peripheral Equipment Operator | | 18.05 |
| 14160 - Personal Computer Support Technician | | 25.03 |
| 14170 - System Support Specialist | | 28.42 |
| 15000 - Instructional Occupations | | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | | 31.48 |
| 15020 - Aircrew Training Devices Instructor (Rated) | | 38.08 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | | 41.70 |
| 15050 - Computer Based Training Specialist / Instructor | | 31.48 |
| 15060 - Educational Technologist | | 29.68 |
| 15070 - Flight Instructor (Pilot) | | 41.70 |
| 15080 - Graphic Artist | | 24.26 |
| 15085 - Maintenance Test Pilot Fixed Jet/Prop | | 40.05 |
| 15086 - Maintenance Test Pilot Rotary Wing | | 40.05 |
| 15088 - Non-Maintenance Test/Co-Pilot | | 40.05 |
| 15090 - Technical Instructor | | 24.76 |
| 15095 - Technical Instructor/Course Developer | | 30.28 |
| 15110 - Test Proctor | | 19.99 |
| 15120 - Tutor | | 19.99 |
| 16000 - Laundry Dry-Cleaning Pressing And Related Occupations | | |
| 16010 - Assembler | | 10.50*** |
| 16030 - Counter Attendant | | 10.50*** |
| 16040 - Dry Cleaner | | 13.05*** |
| 16070 - Finisher Flatwork Machine | | 10.50*** |
| 16090 - Presser Hand | | 10.50*** |
| 16110 - Presser Machine Drycleaning | | 10.50*** |
| 16130 - Presser Machine Shirts | | 10.50*** |
| 16160 - Presser Machine Wearing Apparel Laundry | | 10.50*** |
| 16190 - Sewing Machine Operator | | 13.88*** |
| 16220 - Tailor | | 14.72*** |
| 16250 - Washer Machine | | 11.36*** |
| 19000 - Machine Tool Operation And Repair Occupations | | |
| 19010 - Machine-Tool Operator (Tool Room) | | 19.65 |
| 19040 - Tool And Die Maker | | 24.98 |
| 21000 - Materials Handling And Packing Occupations | | |
| 21020 - Forklift Operator | | 17.31 |
| 21030 - Material Coordinator | | 20.75 |
| 21040 - Material Expediter | | 20.75 |
| 21050 - Material Handling Laborer | | 14.33*** |
| 21071 - Order Filler | | 13.04*** |
| 21080 - Production Line Worker (Food Processing) | | 17.31 |
| 21110 - Shipping Packer | | 15.19 |
| 21130 - Shipping/Receiving Clerk | | 15.19 |
| 21140 - Store Worker I | | 10.76*** |
| 21150 - Stock Clerk | | 16.44 |
| 21210 - Tools And Parts Attendant | | 17.31 |
| 21410 - Warehouse Specialist | | 17.31 |
| 23000 - Mechanics And Maintenance And Repair Occupations | | |
| 23010 - Aerospace Structural Welder | | 36.00 |
| 23019 - Aircraft Logs and Records Technician | | 27.39 |
| 23021 - Aircraft Mechanic I | | 33.83 |
| 23022 - Aircraft Mechanic II | | 36.00 |
| 23023 - Aircraft Mechanic III | | 38.14 |
| 23040 - Aircraft Mechanic Helper | | 22.74 |
| 23050 - Aircraft Painter | | 31.72 |
| 23060 - Aircraft Servicer | | 27.39 |
| 23070 - Aircraft Survival Flight Equipment Technician | | 31.72 |
| 23080 - Aircraft Worker | | 29.61 |
| 23091 - Aircrew Life Support Equipment (ALSE) Mechanic | | 29.61 |

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|---|----------|
| I | |
| 23092 - Aircrew Life Support Equipment (ALSE) Mechanic | 33.83 |
| II | |
| 23110 - Appliance Mechanic | 20.87 |
| 23120 - Bicycle Repairer | 15.44 |
| 23125 - Cable Splicer | 26.56 |
| 23130 - Carpenter Maintenance | 20.40 |
| 23140 - Carpet Layer | 20.01 |
| 23160 - Electrician Maintenance | 21.98 |
| 23181 - Electronics Technician Maintenance I | 24.51 |
| 23182 - Electronics Technician Maintenance II | 26.58 |
| 23183 - Electronics Technician Maintenance III | 29.81 |
| 23260 - Fabric Worker | 17.63 |
| 23290 - Fire Alarm System Mechanic | 22.16 |
| 23310 - Fire Extinguisher Repairer | 16.92 |
| 23311 - Fuel Distribution System Mechanic | 22.92 |
| 23312 - Fuel Distribution System Operator | 16.97 |
| 23370 - General Maintenance Worker | 17.47 |
| 23380 - Ground Support Equipment Mechanic | 33.83 |
| 23381 - Ground Support Equipment Servicer | 27.39 |
| 23382 - Ground Support Equipment Worker | 29.61 |
| 23391 - Gunsmith I | 16.92 |
| 23392 - Gunsmith II | 20.00 |
| 23393 - Gunsmith III | 22.85 |
| 23410 - Heating Ventilation And Air-Conditioning Mechanic | 21.18 |
| 23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) | 22.54 |
| 23430 - Heavy Equipment Mechanic | 24.94 |
| 23440 - Heavy Equipment Operator | 21.73 |
| 23460 - Instrument Mechanic | 22.85 |
| 23465 - Laboratory/Shelter Mechanic | 21.43 |
| 23470 - Laborer | 14.33*** |
| 23510 - Locksmith | 23.19 |
| 23530 - Machinery Maintenance Mechanic | 22.98 |
| 23550 - Machinist Maintenance | 21.89 |
| 23580 - Maintenance Trades Helper | 14.87*** |
| 23591 - Metrology Technician I | 22.85 |
| 23592 - Metrology Technician II | 24.32 |
| 23593 - Metrology Technician III | 25.76 |
| 23640 - Millwright | 21.19 |
| 23710 - Office Appliance Repairer | 19.50 |
| 23760 - Painter Maintenance | 17.51 |
| 23790 - Pipefitter Maintenance | 23.94 |
| 23810 - Plumber Maintenance | 22.45 |
| 23820 - Pneudraulic Systems Mechanic | 22.85 |
| 23850 - Rigger | 24.18 |
| 23870 - Scale Mechanic | 20.00 |
| 23890 - Sheet-Metal Worker Maintenance | 21.23 |
| 23910 - Small Engine Mechanic | 20.50 |
| 23931 - Telecommunications Mechanic I | 30.36 |
| 23932 - Telecommunications Mechanic II | 32.31 |
| 23950 - Telephone Lineman | 21.57 |
| 23960 - Welder Combination Maintenance | 19.32 |
| 23965 - Well Driller | 23.23 |
| 23970 - Woodcraft Worker | 22.85 |
| 23980 - Woodworker | 16.92 |
| 24000 - Personal Needs Occupations | |
| 24550 - Case Manager | 17.89 |
| 24570 - Child Care Attendant | 11.53*** |
| 24580 - Child Care Center Clerk | 15.33 |
| 24610 - Chore Aide | 11.57*** |
| 24620 - Family Readiness And Support Services Coordinator | 17.89 |
| 24630 - Homemaker | 17.89 |

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| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 28.05 |
| 25040 - Sewage Plant Operator | 24.77 |
| 25070 - Stationary Engineer | 28.05 |
| 25190 - Ventilation Equipment Tender | 18.86 |
| 25210 - Water Treatment Plant Operator | 24.77 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 26.57 |
| 27007 - Baggage Inspector | 12.47*** |
| 27008 - Corrections Officer | 33.02 |
| 27010 - Court Security Officer | 32.52 |
| 27030 - Detection Dog Handler | 18.11 |
| 27040 - Detention Officer | 33.02 |
| 27070 - Firefighter | 33.91 |
| 27101 - Guard I | 12.47*** |
| 27102 - Guard II | 18.11 |
| 27131 - Police Officer I | 33.00 |
| 27132 - Police Officer II | 36.67 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 15.65 |
| 28042 - Carnival Equipment Repairer | 17.24 |
| 28043 - Carnival Worker | 10.81*** |
| 28210 - Gate Attendant/Gate Tender | 16.93 |
| 28310 - Lifeguard | 16.05 |
| 28350 - Park Attendant (Aide) | 18.93 |
| 28510 - Recreation Aide/Health Facility Attendant | 13.81*** |
| 28515 - Recreation Specialist | 23.45 |
| 28630 - Sports Official | 15.07 |
| 28690 - Swimming Pool Operator | 20.39 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 30.51 |
| 29020 - Hatch Tender | 30.51 |
| 29030 - Line Handler | 30.51 |
| 29041 - Stevedore I | 28.23 |
| 29042 - Stevedore II | 32.69 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist Center (HFO) (see 2) | 42.91 |
| 30011 - Air Traffic Control Specialist Station (HFO) (see 2) | 29.59 |
| 30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) | 32.58 |
| 30021 - Archeological Technician I | 19.73 |
| 30022 - Archeological Technician II | 22.06 |
| 30023 - Archeological Technician III | 27.33 |
| 30030 - Cartographic Technician | 27.33 |
| 30040 - Civil Engineering Technician | 25.11 |
| 30051 - Cryogenic Technician I | 29.66 |
| 30052 - Cryogenic Technician II | 32.77 |
| 30061 - Drafter/CAD Operator I | 19.73 |
| 30062 - Drafter/CAD Operator II | 22.06 |
| 30063 - Drafter/CAD Operator III | 24.59 |
| 30064 - Drafter/CAD Operator IV | 30.27 |
| 30081 - Engineering Technician I | 18.79 |
| 30082 - Engineering Technician II | 21.92 |
| 30083 - Engineering Technician III | 24.53 |
| 30084 - Engineering Technician IV | 29.22 |
| 30085 - Engineering Technician V | 35.73 |
| 30086 - Engineering Technician VI | 41.29 |
| 30090 - Environmental Technician | 22.97 |
| 30095 - Evidence Control Specialist | 26.46 |
| 30210 - Laboratory Technician | 22.08 |
| 30221 - Latent Fingerprint Technician I | 27.03 |
| 30222 - Latent Fingerprint Technician II | 29.86 |
| 30240 - Mathematical Technician | 28.45 |
| 30361 - Paralegal/Legal Assistant I | 21.78 |
| 30362 - Paralegal/Legal Assistant II | 26.97 |
| 30363 - Paralegal/Legal Assistant III | 32.99 |

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| 30364 - Paralegal/Legal Assistant IV | 39.92 |
| 30375 - Petroleum Supply Specialist | 32.35 |
| 30390 - Photo-Optics Technician | 27.33 |
| 30395 - Radiation Control Technician | 32.35 |
| 30461 - Technical Writer I | 25.84 |
| 30462 - Technical Writer II | 31.61 |
| 30463 - Technical Writer III | 38.25 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 27.27 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 33.00 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 39.55 |
| 30494 - Unexploded (UXO) Safety Escort | 27.27 |
| 30495 - Unexploded (UXO) Sweep Personnel | 27.27 |
| 30501 - Weather Forecaster I | 29.66 |
| 30502 - Weather Forecaster II | 35.64 |
| 30620 - Weather Observer Combined Upper Air Or | (see 2) 24.59 |
| Surface Programs | |
| 30621 - Weather Observer Senior | (see 2) 27.33 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31010 - Airplane Pilot | 33.00 |
| 31020 - Bus Aide | 12.85*** |
| 31030 - Bus Driver | 19.52 |
| 31043 - Driver Courier | 14.92*** |
| 31260 - Parking and Lot Attendant | 11.10*** |
| 31290 - Shuttle Bus Driver | 16.45 |
| 31310 - Taxi Driver | 13.27*** |
| 31361 - Truckdriver Light | 16.45 |
| 31362 - Truckdriver Medium | 17.99 |
| 31363 - Truckdriver Heavy | 19.54 |
| 31364 - Truckdriver Tractor-Trailer | 19.54 |
| 99000 - Miscellaneous Occupations | |
| 99020 - Cabin Safety Specialist | 16.09 |
| 99030 - Cashier | 10.87*** |
| 99050 - Desk Clerk | 12.81*** |
| 99095 - Embalmer | 24.75 |
| 99130 - Flight Follower | 27.27 |
| 99251 - Laboratory Animal Caretaker I | 14.27*** |
| 99252 - Laboratory Animal Caretaker II | 15.72 |
| 99260 - Marketing Analyst | 29.71 |
| 99310 - Mortician | 27.23 |
| 99410 - Pest Controller | 17.33 |
| 99510 - Photofinishing Worker | 14.81*** |
| 99710 - Recycling Laborer | 23.99 |
| 99711 - Recycling Specialist | 30.26 |
| 99730 - Refuse Collector | 20.90 |
| 99810 - Sales Clerk | 12.58*** |
| 99820 - School Crossing Guard | 13.59*** |
| 99830 - Survey Party Chief | 21.79 |
| 99831 - Surveying Aide | 13.16*** |
| 99832 - Surveying Technician | 19.86 |
| 99840 - Vending Machine Attendant | 11.98*** |
| 99841 - Vending Machine Repairer | 15.62 |
| 99842 - Vending Machine Repairer Helper | 11.98*** |

***Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 (\$15.00 per hour) or 13658 (\$11.25 per hour). Please see the Note at the top of the wage determination for more information. Please also note that the minimum wage requirements of Executive Order 14026 and 13658 are not currently being enforced as to contracts or contract-like instruments entered into with the federal government in connection with seasonal recreational services or seasonal recreational equipment rental for the general public on federal lands.

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.60 per hour up to 40 hours per week or \$184.00 per week or \$797.33 per month

HEALTH & WELFARE EO 13706: \$4.23 per hour up to 40 hours per week or \$169.20 per week or \$733.20 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 5 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Juneteenth National Independence Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than \$27.63 (or on a salary or fee basis at a rate not less than \$455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541.400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds \$27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees

who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

**** HAZARDOUS PAY DIFFERENTIAL ****

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary

affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However in those instances where the uniforms furnished are made of "wash and wear" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

**** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS ****

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

**** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) ****

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR 4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).
- 4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

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| "REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor | U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210 Wage Determination No.: 2015-4561 Revision No.: 19 Date Of Last Revision: 03/15/2022 |
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Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

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| If the contract is entered into on or after January 30 2022 or the contract is renewed or extended (e.g. an option is exercised) on or after January 30 2022: | With certain exceptions Executive Order 14026 applies to the contract. The contractor must pay all covered workers at least \$15.00 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in 2022. |
| If the contract was awarded on or between January 1 2015 and January 29 2022 and the contract is not renewed or extended on or after January 30 2022: | With certain exceptions Executive Order 13658 applies to the contract. The contractor must pay all covered workers at least \$11.25 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in 2022. |

The applicable Executive Order minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the Executive Orders is available at <https://www.dol.gov/agencies/whd/government-contracts>.

State: Florida

Area: Florida Counties of Escambia Santa Rosa

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|----------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 14.31*** |
| 01012 - Accounting Clerk II | | 16.07 |
| 01013 - Accounting Clerk III | | 17.97 |
| 01020 - Administrative Assistant | | 20.01 |
| 01035 - Court Reporter | | 17.80 |
| 01041 - Customer Service Representative I | | 12.02*** |
| 01042 - Customer Service Representative II | | 13.47*** |
| 01043 - Customer Service Representative III | | 14.74*** |
| 01051 - Data Entry Operator I | | 14.78*** |
| 01052 - Data Entry Operator II | | 16.13 |
| 01060 - Dispatcher Motor Vehicle | | 19.69 |
| 01070 - Document Preparation Clerk | | 14.49*** |
| 01090 - Duplicating Machine Operator | | 14.49*** |
| 01111 - General Clerk I | | 12.96*** |
| 01112 - General Clerk II | | 14.14*** |
| 01113 - General Clerk III | | 15.88 |

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| 01120 - Housing Referral Assistant | 19.84 |
| 01141 - Messenger Courier | 11.49*** |
| 01191 - Order Clerk I | 15.21 |
| 01192 - Order Clerk II | 16.59 |
| 01261 - Personnel Assistant (Employment) I | 16.52 |
| 01262 - Personnel Assistant (Employment) II | 18.49 |
| 01263 - Personnel Assistant (Employment) III | 20.61 |
| 01270 - Production Control Clerk | 24.53 |
| 01290 - Rental Clerk | 14.40*** |
| 01300 - Scheduler Maintenance | 15.90 |
| 01311 - Secretary I | 15.90 |
| 01312 - Secretary II | 17.80 |
| 01313 - Secretary III | 19.84 |
| 01320 - Service Order Dispatcher | 17.60 |
| 01410 - Supply Technician | 20.01 |
| 01420 - Survey Worker | 15.42 |
| 01460 - Switchboard Operator/Receptionist | 13.81*** |
| 01531 - Travel Clerk I | 15.50 |
| 01532 - Travel Clerk II | 16.47 |
| 01533 - Travel Clerk III | 17.57 |
| 01611 - Word Processor I | 14.67*** |
| 01612 - Word Processor II | 16.48 |
| 01613 - Word Processor III | 18.43 |
| 05000 - Automotive Service Occupations | |
| 05005 - Automobile Body Repairer Fiberglass | 24.13 |
| 05010 - Automotive Electrician | 20.25 |
| 05040 - Automotive Glass Installer | 19.43 |
| 05070 - Automotive Worker | 18.80 |
| 05110 - Mobile Equipment Servicer | 17.06 |
| 05130 - Motor Equipment Metal Mechanic | 21.33 |
| 05160 - Motor Equipment Metal Worker | 18.80 |
| 05190 - Motor Vehicle Mechanic | 21.33 |
| 05220 - Motor Vehicle Mechanic Helper | 15.93 |
| 05250 - Motor Vehicle Upholstery Worker | 18.16 |
| 05280 - Motor Vehicle Wrecker | 18.80 |
| 05310 - Painter Automotive | 20.25 |
| 05340 - Radiator Repair Specialist | 18.80 |
| 05370 - Tire Repairer | 15.17 |
| 05400 - Transmission Repair Specialist | 21.33 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 13.48*** |
| 07041 - Cook I | 13.20*** |
| 07042 - Cook II | 15.47 |
| 07070 - Dishwasher | 10.00*** |
| 07130 - Food Service Worker | 11.94*** |
| 07210 - Meat Cutter | 19.89 |
| 07260 - Waiter/Waitress | 10.07*** |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 20.46 |
| 09040 - Furniture Handler | 12.78*** |
| 09080 - Furniture Refinisher | 20.46 |
| 09090 - Furniture Refinisher Helper | 14.87*** |
| 09110 - Furniture Repairer Minor | 17.66 |
| 09130 - Upholsterer | 20.46 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner Vehicles | 12.78*** |
| 11060 - Elevator Operator | 12.49*** |
| 11090 - Gardener | 17.45 |
| 11122 - Housekeeping Aide | 10.32*** |
| 11150 - Janitor | 10.32*** |
| 11210 - Laborer Grounds Maintenance | 12.99*** |
| 11240 - Maid or Houseman | 10.74*** |
| 11260 - Pruner | 11.45*** |
| 11270 - Tractor Operator | 15.95 |
| 11330 - Trail Maintenance Worker | 12.99*** |

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| 11360 - Window Cleaner | 11.70*** |
| 12000 - Health Occupations | |
| 12010 Ambulance Driver | 15.79 |
| 12011 - Breath Alcohol Technician | 19.10 |
| 12012 - Certified Occupational Therapist Assistant | 28.16 |
| 12015 - Certified Physical Therapist Assistant | 28.22 |
| 12020 Dental Assistant | 18.98 |
| 12025 - Dental Hygienist | 29.32 |
| 12030 - EKG Technician | 26.00 |
| 12035 - Electroneurodiagnostic Technologist | 26.00 |
| 12040 Emergency Medical Technician | 15.79 |
| 12071 - Licensed Practical Nurse I | 17.08 |
| 12072 - Licensed Practical Nurse II | 19.10 |
| 12073 - Licensed Practical Nurse III | 21.29 |
| 12100 Medical Assistant | 15.17 |
| 12130 - Medical Laboratory Technician | 25.40 |
| 12160 - Medical Record Clerk | 16.63 |
| 12190 - Medical Record Technician | 18.60 |
| 12195 Medical Transcriptionist | 18.31 |
| 12210 - Nuclear Medicine Technologist | 41.98 |
| 12221 - Nursing Assistant I | 12.19*** |
| 12222 - Nursing Assistant II | 13.70*** |
| 12223 Nursing Assistant III | 14.95*** |
| 12224 - Nursing Assistant IV | 16.79 |
| 12235 - Optical Dispenser | 20.44 |
| 12236 - Optical Technician | 19.24 |
| 12250 Pharmacy Technician | 16.74 |
| 12280 - Phlebotomist | 16.45 |
| 12305 - Radiologic Technologist | 26.93 |
| 12311 - Registered Nurse I | 23.99 |
| 12312 Registered Nurse II | 29.35 |
| 12313 - Registered Nurse II Specialist | 29.35 |
| 12314 - Registered Nurse III | 35.52 |
| 12315 - Registered Nurse III Anesthetist | 35.52 |
| 12316 Registered Nurse IV | 42.56 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 23.66 |
| 12320 - Substance Abuse Treatment Counselor | 23.31 |
| 13000 - Information And Arts Occupations | |
| 13011 Exhibits Specialist I | 21.57 |
| 13012 - Exhibits Specialist II | 26.71 |
| 13013 - Exhibits Specialist III | 32.67 |
| 13041 - Illustrator I | 21.57 |
| 13042 Illustrator II | 26.71 |
| 13043 - Illustrator III | 32.67 |
| 13047 - Librarian | 29.58 |
| 13050 - Library Aide/Clerk | 11.59*** |
| 13054 Library Information Technology Systems Administrator | 26.71 |
| 13058 - Library Technician | 21.57 |
| 13061 - Media Specialist I | 19.28 |
| 13062 Media Specialist II | 21.57 |
| 13063 - Media Specialist III | 24.04 |
| 13071 - Photographer I | 16.44 |
| 13072 - Photographer II | 19.26 |
| 13073 Photographer III | 23.46 |
| 13074 - Photographer IV | 27.87 |
| 13075 - Photographer V | 33.73 |
| 13090 - Technical Order Library Clerk | 15.74 |
| 13110 Video Teleconference Technician | 19.07 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 15.76 |
| 14042 - Computer Operator II | 17.63 |
| 14043 Computer Operator III | 19.67 |
| 14044 - Computer Operator IV | 21.85 |
| 14045 - Computer Operator V | 24.19 |

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| 14071 - Computer Programmer I | (see 1) | 19.81 |
| 14072 - Computer Programmer II | (see 1) | 24.56 |
| 14073 - Computer Programmer III | (see 1) | |
| 14074 - Computer Programmer IV | (see 1) | |
| 14101 - Computer Systems Analyst I | (see 1) | |
| 14102 - Computer Systems Analyst II | (see 1) | |
| 14103 - Computer Systems Analyst III | (see 1) | |
| 14150 - Peripheral Equipment Operator | | 15.76 |
| 14160 - Personal Computer Support Technician | | 21.85 |
| 14170 - System Support Specialist | | 25.82 |
| 15000 - Instructional Occupations | | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | | 29.71 |
| 15020 - Aircrew Training Devices Instructor (Rated) | | 35.95 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | | 43.09 |
| 15050 - Computer Based Training Specialist / Instructor | | 29.71 |
| 15060 - Educational Technologist | | 32.38 |
| 15070 - Flight Instructor (Pilot) | | 43.09 |
| 15080 - Graphic Artist | | 22.25 |
| 15085 - Maintenance Test Pilot Fixed Jet/Prop | | 43.09 |
| 15086 - Maintenance Test Pilot Rotary Wing | | 43.09 |
| 15088 - Non-Maintenance Test/Co-Pilot | | 43.09 |
| 15090 - Technical Instructor | | 20.31 |
| 15095 - Technical Instructor/Course Developer | | 24.85 |
| 15110 - Test Proctor | | 16.03 |
| 15120 - Tutor | | 16.03 |
| 16000 - Laundry Dry-Cleaning Pressing And Related Occupations | | |
| 16010 - Assembler | | 10.32*** |
| 16030 - Counter Attendant | | 10.32*** |
| 16040 - Dry Cleaner | | 12.24*** |
| 16070 - Finisher Flatwork Machine | | 10.32*** |
| 16090 - Presser Hand | | 10.32*** |
| 16110 - Presser Machine Drycleaning | | 10.32*** |
| 16130 - Presser Machine Shirts | | 10.32*** |
| 16160 - Presser Machine Wearing Apparel Laundry | | 10.32*** |
| 16190 - Sewing Machine Operator | | 13.13*** |
| 16220 - Tailor | | 13.99*** |
| 16250 - Washer Machine | | 10.82*** |
| 19000 - Machine Tool Operation And Repair Occupations | | |
| 19010 - Machine-Tool Operator (Tool Room) | | 21.16 |
| 19040 - Tool And Die Maker | | 26.12 |
| 21000 - Materials Handling And Packing Occupations | | |
| 21020 - Forklift Operator | | 18.18 |
| 21030 - Material Coordinator | | 24.53 |
| 21040 - Material Expediter | | 24.53 |
| 21050 - Material Handling Laborer | | 13.42*** |
| 21071 - Order Filler | | 12.68*** |
| 21080 - Production Line Worker (Food Processing) | | 18.18 |
| 21110 - Shipping Packer | | 17.13 |
| 21130 - Shipping/Receiving Clerk | | 17.13 |
| 21140 - Store Worker I | | 12.41*** |
| 21150 - Stock Clerk | | 18.22 |
| 21210 - Tools And Parts Attendant | | 18.18 |
| 21410 - Warehouse Specialist | | 18.18 |
| 23000 - Mechanics And Maintenance And Repair Occupations | | |
| 23010 - Aerospace Structural Welder | | 35.49 |
| 23019 - Aircraft Logs and Records Technician | | 27.29 |
| 23021 - Aircraft Mechanic I | | 33.73 |
| 23022 - Aircraft Mechanic II | | 35.49 |
| 23023 - Aircraft Mechanic III | | 37.27 |
| 23040 - Aircraft Mechanic Helper | | 22.99 |
| 23050 - Aircraft Painter | | 31.63 |
| 23060 - Aircraft Servicer | | 27.29 |
| 23070 - Aircraft Survival Flight Equipment Technician | | 31.63 |
| 23080 - Aircraft Worker | | 29.48 |
| 23091 - Aircrew Life Support Equipment (ALSE) Mechanic | | 29.48 |

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|---|----------|
| I | |
| 23092 - Aircrew Life Support Equipment (ALSE) Mechanic | 33.73 |
| II | |
| 23110 - Appliance Mechanic | 19.99 |
| 23120 - Bicycle Repairer | 16.83 |
| 23125 - Cable Splicer | 30.80 |
| 23130 - Carpenter Maintenance | 21.20 |
| 23140 - Carpet Layer | 19.72 |
| 23160 - Electrician Maintenance | 21.33 |
| 23181 - Electronics Technician Maintenance I | 25.32 |
| 23182 - Electronics Technician Maintenance II | 27.15 |
| 23183 - Electronics Technician Maintenance III | 28.96 |
| 23260 - Fabric Worker | 18.26 |
| 23290 - Fire Alarm System Mechanic | 18.73 |
| 23310 - Fire Extinguisher Repairer | 16.83 |
| 23311 - Fuel Distribution System Mechanic | 21.32 |
| 23312 - Fuel Distribution System Operator | 15.90 |
| 23370 - General Maintenance Worker | 16.86 |
| 23380 - Ground Support Equipment Mechanic | 33.73 |
| 23381 - Ground Support Equipment Servicer | 27.29 |
| 23382 - Ground Support Equipment Worker | 29.48 |
| 23391 - Gunsmith I | 16.83 |
| 23392 - Gunsmith II | 19.72 |
| 23393 - Gunsmith III | 22.57 |
| 23410 - Heating Ventilation And Air-Conditioning Mechanic | 19.19 |
| 23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) | 20.19 |
| 23430 - Heavy Equipment Mechanic | 20.80 |
| 23440 - Heavy Equipment Operator | 18.73 |
| 23460 - Instrument Mechanic | 22.57 |
| 23465 - Laboratory/Shelter Mechanic | 21.16 |
| 23470 - Laborer | 13.42*** |
| 23510 - Locksmith | 20.66 |
| 23530 - Machinery Maintenance Mechanic | 28.21 |
| 23550 - Machinist Maintenance | 22.66 |
| 23580 - Maintenance Trades Helper | 13.99*** |
| 23591 - Metrology Technician I | 22.57 |
| 23592 - Metrology Technician II | 23.74 |
| 23593 - Metrology Technician III | 24.94 |
| 23640 - Millwright | 22.57 |
| 23710 - Office Appliance Repairer | 21.02 |
| 23760 - Painter Maintenance | 19.61 |
| 23790 - Pipefitter Maintenance | 22.31 |
| 23810 - Plumber Maintenance | 20.92 |
| 23820 - Pneudraulic Systems Mechanic | 22.57 |
| 23850 - Rigger | 22.57 |
| 23870 - Scale Mechanic | 19.72 |
| 23890 - Sheet-Metal Worker Maintenance | 20.52 |
| 23910 - Small Engine Mechanic | 18.54 |
| 23931 - Telecommunications Mechanic I | 29.59 |
| 23932 - Telecommunications Mechanic II | 31.14 |
| 23950 - Telephone Lineman | 19.56 |
| 23960 - Welder Combination Maintenance | 19.89 |
| 23965 - Well Driller | 22.57 |
| 23970 - Woodcraft Worker | 22.57 |
| 23980 - Woodworker | 16.83 |
| 24000 - Personal Needs Occupations | |
| 24550 - Case Manager | 17.04 |
| 24570 - Child Care Attendant | 10.54*** |
| 24580 - Child Care Center Clerk | 13.14*** |
| 24610 - Chore Aide | 11.54*** |
| 24620 - Family Readiness And Support Services Coordinator | 17.04 |
| 24630 - Homemaker | 17.04 |

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| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 25.85 |
| 25040 - Sewage Plant Operator | 21.82 |
| 25070 - Stationary Engineer | 25.85 |
| 25190 - Ventilation Equipment Tender | 17.62 |
| 25210 - Water Treatment Plant Operator | 21.82 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 15.29 |
| 27007 - Baggage Inspector | 12.66*** |
| 27008 - Corrections Officer | 18.33 |
| 27010 - Court Security Officer | 18.33 |
| 27030 - Detection Dog Handler | 14.17*** |
| 27040 - Detention Officer | 18.33 |
| 27070 - Firefighter | 18.12 |
| 27101 - Guard I | 12.66*** |
| 27102 - Guard II | 14.17*** |
| 27131 - Police Officer I | 19.92 |
| 27132 - Police Officer II | 22.14 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 13.11*** |
| 28042 - Carnival Equipment Repairer | 14.35*** |
| 28043 - Carnival Worker | 9.44*** |
| 28210 - Gate Attendant/Gate Tender | 16.77 |
| 28310 - Lifeguard | 14.93*** |
| 28350 - Park Attendant (Aide) | 18.75 |
| 28510 - Recreation Aide/Health Facility Attendant | 13.83*** |
| 28515 - Recreation Specialist | 23.23 |
| 28630 - Sports Official | 14.93*** |
| 28690 - Swimming Pool Operator | 16.81 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 23.90 |
| 29020 - Hatch Tender | 23.90 |
| 29030 - Line Handler | 23.90 |
| 29041 - Stevedore I | 22.13 |
| 29042 - Stevedore II | 25.64 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist Center (HFO) (see 2) | 40.29 |
| 30011 - Air Traffic Control Specialist Station (HFO) (see 2) | 27.78 |
| 30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) | 30.59 |
| 30021 - Archeological Technician I | 16.72 |
| 30022 - Archeological Technician II | 18.70 |
| 30023 - Archeological Technician III | 22.15 |
| 30030 - Cartographic Technician | 23.18 |
| 30040 - Civil Engineering Technician | 24.84 |
| 30051 - Cryogenic Technician I | 24.54 |
| 30052 - Cryogenic Technician II | 27.10 |
| 30061 - Drafter/CAD Operator I | 16.72 |
| 30062 - Drafter/CAD Operator II | 18.70 |
| 30063 - Drafter/CAD Operator III | 20.86 |
| 30064 - Drafter/CAD Operator IV | 25.38 |
| 30081 - Engineering Technician I | 15.23 |
| 30082 - Engineering Technician II | 17.10 |
| 30083 - Engineering Technician III | 19.13 |
| 30084 - Engineering Technician IV | 23.69 |
| 30085 - Engineering Technician V | 28.98 |
| 30086 - Engineering Technician VI | 35.07 |
| 30090 - Environmental Technician | 21.83 |
| 30095 - Evidence Control Specialist | 22.15 |
| 30210 - Laboratory Technician | 23.14 |
| 30221 - Latent Fingerprint Technician I | 25.23 |
| 30222 - Latent Fingerprint Technician II | 27.87 |
| 30240 - Mathematical Technician | 23.18 |
| 30361 - Paralegal/Legal Assistant I | 18.78 |
| 30362 - Paralegal/Legal Assistant II | 23.27 |
| 30363 - Paralegal/Legal Assistant III | 28.47 |

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|---|---------------|
| 30364 - Paralegal/Legal Assistant IV | 34.43 |
| 30375 - Petroleum Supply Specialist | 27.10 |
| 30390 - Photo-Optics Technician | 23.18 |
| 30395 - Radiation Control Technician | 27.10 |
| 30461 - Technical Writer I | 23.33 |
| 30462 - Technical Writer II | 28.53 |
| 30463 - Technical Writer III | 34.52 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 25.60 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 30.98 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 37.13 |
| 30494 - Unexploded (UXO) Safety Escort | 25.60 |
| 30495 - Unexploded (UXO) Sweep Personnel | 25.60 |
| 30501 - Weather Forecaster I | 25.38 |
| 30502 - Weather Forecaster II | 30.87 |
| 30620 - Weather Observer Combined Upper Air Or | (see 2) 20.86 |
| Surface Programs | |
| 30621 - Weather Observer Senior | (see 2) 23.18 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31010 - Airplane Pilot | 30.98 |
| 31020 - Bus Aide | 13.34*** |
| 31030 - Bus Driver | 19.51 |
| 31043 - Driver Courier | 12.72*** |
| 31260 - Parking and Lot Attendant | 12.15*** |
| 31290 - Shuttle Bus Driver | 14.41*** |
| 31310 - Taxi Driver | 14.41*** |
| 31361 - Truckdriver Light | 13.92*** |
| 31362 - Truckdriver Medium | 15.10 |
| 31363 - Truckdriver Heavy | 17.77 |
| 31364 - Truckdriver Tractor-Trailer | 17.77 |
| 99000 - Miscellaneous Occupations | |
| 99020 - Cabin Safety Specialist | 15.10 |
| 99030 - Cashier | 10.67*** |
| 99050 - Desk Clerk | 10.73*** |
| 99095 - Embalmer | 29.92 |
| 99130 - Flight Follower | 25.60 |
| 99251 - Laboratory Animal Caretaker I | 13.59*** |
| 99252 - Laboratory Animal Caretaker II | 14.87*** |
| 99260 - Marketing Analyst | 24.70 |
| 99310 - Mortician | 29.92 |
| 99410 - Pest Controller | 20.45 |
| 99510 - Photofinishing Worker | 13.45*** |
| 99710 - Recycling Laborer | 18.36 |
| 99711 - Recycling Specialist | 22.24 |
| 99730 - Refuse Collector | 16.24 |
| 99810 - Sales Clerk | 12.37*** |
| 99820 - School Crossing Guard | 14.44*** |
| 99830 - Survey Party Chief | 19.98 |
| 99831 - Surveying Aide | 10.86*** |
| 99832 - Surveying Technician | 18.17 |
| 99840 - Vending Machine Attendant | 16.54 |
| 99841 - Vending Machine Repairer | 19.95 |
| 99842 - Vending Machine Repairer Helper | 16.54 |

***Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 (\$15.00 per hour) or 13658 (\$11.25 per hour). Please see the Note at the top of the wage determination for more information. Please also note that the minimum wage requirements of Executive Order 14026 and 13658 are not currently being enforced as to contracts or contract-like instruments entered into with the federal government in connection with seasonal recreational services or seasonal recreational equipment rental for the general public on federal lands.

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.60 per hour up to 40 hours per week or \$184.00 per week or \$797.33 per month

HEALTH & WELFARE EO 13706: \$4.23 per hour up to 40 hours per week or \$169.20 per week or \$733.20 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 7 years and 4 weeks after 11 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Juneteenth National Independence Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than \$27.63 (or on a salary or fee basis at a rate not less than \$455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541.400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds \$27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees

who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

**** HAZARDOUS PAY DIFFERENTIAL ****

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder.

All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary

affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However in those instances where the uniforms furnished are made of "wash and wear" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

**** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS ****

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

**** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) ****

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR 4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).
- 4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

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| "REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor | U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210 Wage Determination No.: 2015-4571 Revision No.: 17 Date Of Last Revision: 03/15/2022 |
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Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

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| If the contract is entered into on or after January 30 2022 or the contract is renewed or extended (e.g. an option is exercised) on or after January 30 2022: | With certain exceptions Executive Order 14026 applies to the contract. The contractor must pay all covered workers at least \$15.00 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in 2022. |
| If the contract was awarded on or between January 1 2015 and January 29 2022 and the contract is not renewed or extended on or after January 30 2022: | With certain exceptions Executive Order 13658 applies to the contract. The contractor must pay all covered workers at least \$11.25 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in 2022. |

The applicable Executive Order minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the Executive Orders is available at <https://www.dol.gov/agencies/whd/government-contracts>.

State: Florida

Area: Florida Counties of Hernando Hillsborough Pasco Pinellas

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|----------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 15.16 |
| 01012 - Accounting Clerk II | | 17.03 |
| 01013 - Accounting Clerk III | | 19.04 |
| 01020 - Administrative Assistant | | 25.13 |
| 01035 - Court Reporter | | 18.36 |
| 01041 - Customer Service Representative I | | 13.18*** |
| 01042 - Customer Service Representative II | | 14.83*** |
| 01043 - Customer Service Representative III | | 16.15 |
| 01051 - Data Entry Operator I | | 13.48*** |
| 01052 - Data Entry Operator II | | 14.71*** |
| 01060 - Dispatcher Motor Vehicle | | 18.05 |
| 01070 - Document Preparation Clerk | | 14.60*** |
| 01090 - Duplicating Machine Operator | | 14.60*** |
| 01111 - General Clerk I | | 13.32*** |
| 01112 - General Clerk II | | 14.54*** |
| 01113 - General Clerk III | | 16.33 |

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| 01120 - Housing Referral Assistant | 20.80 |
| 01141 - Messenger Courier | 18.14 |
| 01191 - Order Clerk I | 14.80*** |
| 01192 - Order Clerk II | 16.14 |
| 01261 - Personnel Assistant (Employment) I | 16.45 |
| 01262 - Personnel Assistant (Employment) II | 18.39 |
| 01263 - Personnel Assistant (Employment) III | 20.50 |
| 01270 - Production Control Clerk | 22.16 |
| 01290 - Rental Clerk | 14.73*** |
| 01300 - Scheduler Maintenance | 16.67 |
| 01311 - Secretary I | 16.67 |
| 01312 - Secretary II | 18.65 |
| 01313 - Secretary III | 20.80 |
| 01320 - Service Order Dispatcher | 16.13 |
| 01410 - Supply Technician | 25.13 |
| 01420 - Survey Worker | 16.42 |
| 01460 - Switchboard Operator/Receptionist | 14.08*** |
| 01531 - Travel Clerk I | 18.05 |
| 01532 - Travel Clerk II | 19.64 |
| 01533 - Travel Clerk III | 21.37 |
| 01611 - Word Processor I | 14.76*** |
| 01612 - Word Processor II | 16.57 |
| 01613 - Word Processor III | 18.54 |
| 05000 - Automotive Service Occupations | |
| 05005 - Automobile Body Repairer Fiberglass | 20.57 |
| 05010 - Automotive Electrician | 20.79 |
| 05040 - Automotive Glass Installer | 19.87 |
| 05070 - Automotive Worker | 19.87 |
| 05110 - Mobile Equipment Servicer | 18.02 |
| 05130 - Motor Equipment Metal Mechanic | 21.75 |
| 05160 - Motor Equipment Metal Worker | 19.87 |
| 05190 - Motor Vehicle Mechanic | 21.33 |
| 05220 - Motor Vehicle Mechanic Helper | 17.00 |
| 05250 - Motor Vehicle Upholstery Worker | 18.94 |
| 05280 - Motor Vehicle Wrecker | 19.87 |
| 05310 - Painter Automotive | 20.79 |
| 05340 - Radiator Repair Specialist | 19.87 |
| 05370 - Tire Repairer | 15.35 |
| 05400 - Transmission Repair Specialist | 21.53 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 13.23*** |
| 07041 - Cook I | 13.96*** |
| 07042 - Cook II | 16.24 |
| 07070 - Dishwasher | 10.27*** |
| 07130 - Food Service Worker | 12.00*** |
| 07210 - Meat Cutter | 16.95 |
| 07260 - Waiter/Waitress | 10.66*** |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 16.65 |
| 09040 - Furniture Handler | 12.13*** |
| 09080 - Furniture Refinisher | 16.87 |
| 09090 - Furniture Refinisher Helper | 12.54*** |
| 09110 - Furniture Repairer Minor | 14.77*** |
| 09130 - Upholsterer | 16.93 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner Vehicles | 11.57*** |
| 11060 - Elevator Operator | 12.86*** |
| 11090 - Gardener | 17.89 |
| 11122 - Housekeeping Aide | 12.86*** |
| 11150 - Janitor | 12.86*** |
| 11210 - Laborer Grounds Maintenance | 13.53*** |
| 11240 - Maid or Houseman | 11.21*** |
| 11260 - Pruner | 11.90*** |
| 11270 - Tractor Operator | 16.45 |
| 11330 - Trail Maintenance Worker | 13.53*** |

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| 11360 - Window Cleaner | 14.62*** |
| 12000 - Health Occupations | |
| 12010 Ambulance Driver | 17.13 |
| 12011 - Breath Alcohol Technician | 20.04 |
| 12012 - Certified Occupational Therapist Assistant | 33.59 |
| 12015 - Certified Physical Therapist Assistant | 32.30 |
| 12020 Dental Assistant | 19.74 |
| 12025 - Dental Hygienist | 36.71 |
| 12030 - EKG Technician | 25.86 |
| 12035 - Electroneurodiagnostic Technologist | 25.86 |
| 12040 Emergency Medical Technician | 17.13 |
| 12071 - Licensed Practical Nurse I | 17.92 |
| 12072 - Licensed Practical Nurse II | 20.04 |
| 12073 - Licensed Practical Nurse III | 22.34 |
| 12100 Medical Assistant | 15.85 |
| 12130 - Medical Laboratory Technician | 23.30 |
| 12160 - Medical Record Clerk | 17.31 |
| 12190 - Medical Record Technician | 19.36 |
| 12195 Medical Transcriptionist | 19.64 |
| 12210 - Nuclear Medicine Technologist | 36.95 |
| 12221 - Nursing Assistant I | 11.33*** |
| 12222 - Nursing Assistant II | 12.73*** |
| 12223 Nursing Assistant III | 13.89*** |
| 12224 - Nursing Assistant IV | 15.60 |
| 12235 - Optical Dispenser | 20.91 |
| 12236 - Optical Technician | 14.67*** |
| 12250 Pharmacy Technician | 16.26 |
| 12280 - Phlebotomist | 16.68 |
| 12305 - Radiologic Technologist | 29.65 |
| 12311 - Registered Nurse I | 23.88 |
| 12312 Registered Nurse II | 27.55 |
| 12313 - Registered Nurse II Specialist | 27.55 |
| 12314 - Registered Nurse III | 33.08 |
| 12315 - Registered Nurse III Anesthetist | 33.08 |
| 12316 Registered Nurse IV | 39.89 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 24.82 |
| 12320 - Substance Abuse Treatment Counselor | 24.97 |
| 13000 - Information And Arts Occupations | |
| 13011 Exhibits Specialist I | 21.45 |
| 13012 - Exhibits Specialist II | 26.47 |
| 13013 - Exhibits Specialist III | 32.38 |
| 13041 - Illustrator I | 21.20 |
| 13042 Illustrator II | 26.25 |
| 13043 - Illustrator III | 32.12 |
| 13047 - Librarian | 29.32 |
| 13050 - Library Aide/Clerk | 13.50*** |
| 13054 Library Information Technology Systems Administrator | 26.47 |
| 13058 - Library Technician | 17.65 |
| 13061 - Media Specialist I | 19.10 |
| 13062 Media Specialist II | 21.37 |
| 13063 - Media Specialist III | 23.83 |
| 13071 - Photographer I | 18.09 |
| 13072 - Photographer II | 20.23 |
| 13073 Photographer III | 25.08 |
| 13074 - Photographer IV | 29.18 |
| 13075 - Photographer V | 35.30 |
| 13090 - Technical Order Library Clerk | 16.95 |
| 13110 Video Teleconference Technician | 18.18 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 18.28 |
| 14042 - Computer Operator II | 20.46 |
| 14043 Computer Operator III | 22.81 |
| 14044 - Computer Operator IV | 25.34 |
| 14045 - Computer Operator V | 28.07 |

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|---|---------|----------|
| 14071 - Computer Programmer I | (see 1) | 22.92 |
| 14072 - Computer Programmer II | (see 1) | 27.56 |
| 14073 - Computer Programmer III | (see 1) | |
| 14074 - Computer Programmer IV | (see 1) | |
| 14101 - Computer Systems Analyst I | (see 1) | |
| 14102 - Computer Systems Analyst II | (see 1) | |
| 14103 - Computer Systems Analyst III | (see 1) | |
| 14150 - Peripheral Equipment Operator | | 18.28 |
| 14160 - Personal Computer Support Technician | | 25.34 |
| 14170 - System Support Specialist | | 36.77 |
| 15000 - Instructional Occupations | | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | | 28.58 |
| 15020 - Aircrew Training Devices Instructor (Rated) | | 34.55 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | | 40.70 |
| 15050 - Computer Based Training Specialist / Instructor | | 29.03 |
| 15060 - Educational Technologist | | 29.93 |
| 15070 - Flight Instructor (Pilot) | | 40.70 |
| 15080 - Graphic Artist | | 22.09 |
| 15085 - Maintenance Test Pilot Fixed Jet/Prop | | 40.70 |
| 15086 - Maintenance Test Pilot Rotary Wing | | 40.70 |
| 15088 - Non-Maintenance Test/Co-Pilot | | 40.70 |
| 15090 - Technical Instructor | | 23.56 |
| 15095 - Technical Instructor/Course Developer | | 28.93 |
| 15110 - Test Proctor | | 19.10 |
| 15120 - Tutor | | 19.10 |
| 16000 - Laundry Dry-Cleaning Pressing And Related Occupations | | |
| 16010 - Assembler | | 10.38*** |
| 16030 - Counter Attendant | | 10.38*** |
| 16040 - Dry Cleaner | | 13.17*** |
| 16070 - Finisher Flatwork Machine | | 10.38*** |
| 16090 - Presser Hand | | 10.38*** |
| 16110 - Presser Machine Drycleaning | | 10.38*** |
| 16130 - Presser Machine Shirts | | 10.38*** |
| 16160 - Presser Machine Wearing Apparel Laundry | | 10.38*** |
| 16190 - Sewing Machine Operator | | 14.09*** |
| 16220 - Tailor | | 14.98*** |
| 16250 - Washer Machine | | 11.36*** |
| 19000 - Machine Tool Operation And Repair Occupations | | |
| 19010 - Machine-Tool Operator (Tool Room) | | 21.02 |
| 19040 - Tool And Die Maker | | 25.60 |
| 21000 - Materials Handling And Packing Occupations | | |
| 21020 - Forklift Operator | | 19.33 |
| 21030 - Material Coordinator | | 22.16 |
| 21040 - Material Expediter | | 22.16 |
| 21050 - Material Handling Laborer | | 13.86*** |
| 21071 - Order Filler | | 12.86*** |
| 21080 - Production Line Worker (Food Processing) | | 19.33 |
| 21110 - Shipping Packer | | 15.57 |
| 21130 - Shipping/Receiving Clerk | | 15.57 |
| 21140 - Store Worker I | | 11.33*** |
| 21150 - Stock Clerk | | 16.18 |
| 21210 - Tools And Parts Attendant | | 19.33 |
| 21410 - Warehouse Specialist | | 19.33 |
| 23000 - Mechanics And Maintenance And Repair Occupations | | |
| 23010 - Aerospace Structural Welder | | 33.47 |
| 23019 - Aircraft Logs and Records Technician | | 26.15 |
| 23021 - Aircraft Mechanic I | | 31.78 |
| 23022 - Aircraft Mechanic II | | 33.47 |
| 23023 - Aircraft Mechanic III | | 34.91 |
| 23040 - Aircraft Mechanic Helper | | 22.21 |
| 23050 - Aircraft Painter | | 28.48 |
| 23060 - Aircraft Servicer | | 26.15 |
| 23070 - Aircraft Survival Flight Equipment Technician | | 28.48 |
| 23080 - Aircraft Worker | | 28.09 |
| 23091 - Aircrew Life Support Equipment (ALSE) Mechanic | | 28.09 |

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|---|----------|
| I | |
| 23092 - Aircrew Life Support Equipment (ALSE) Mechanic | 31.78 |
| II | |
| 23110 - Appliance Mechanic | 19.93 |
| 23120 - Bicycle Repairer | 17.08 |
| 23125 - Cable Splicer | 26.44 |
| 23130 - Carpenter Maintenance | 18.79 |
| 23140 - Carpet Layer | 16.68 |
| 23160 - Electrician Maintenance | 21.31 |
| 23181 - Electronics Technician Maintenance I | 25.13 |
| 23182 - Electronics Technician Maintenance II | 26.71 |
| 23183 - Electronics Technician Maintenance III | 28.42 |
| 23260 - Fabric Worker | 18.49 |
| 23290 - Fire Alarm System Mechanic | 23.38 |
| 23310 - Fire Extinguisher Repairer | 17.08 |
| 23311 - Fuel Distribution System Mechanic | 21.87 |
| 23312 - Fuel Distribution System Operator | 16.63 |
| 23370 - General Maintenance Worker | 17.51 |
| 23380 - Ground Support Equipment Mechanic | 31.78 |
| 23381 - Ground Support Equipment Servicer | 26.15 |
| 23382 - Ground Support Equipment Worker | 28.09 |
| 23391 - Gunsmith I | 17.08 |
| 23392 - Gunsmith II | 19.87 |
| 23393 - Gunsmith III | 22.47 |
| 23410 - Heating Ventilation And Air-Conditioning Mechanic | 21.72 |
| 23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) | 22.88 |
| 23430 - Heavy Equipment Mechanic | 23.71 |
| 23440 - Heavy Equipment Operator | 18.49 |
| 23460 - Instrument Mechanic | 22.19 |
| 23465 - Laboratory/Shelter Mechanic | 21.12 |
| 23470 - Laborer | 13.86*** |
| 23510 - Locksmith | 19.76 |
| 23530 - Machinery Maintenance Mechanic | 26.18 |
| 23550 - Machinist Maintenance | 19.84 |
| 23580 - Maintenance Trades Helper | 14.98*** |
| 23591 - Metrology Technician I | 22.19 |
| 23592 - Metrology Technician II | 23.38 |
| 23593 - Metrology Technician III | 24.37 |
| 23640 - Millwright | 21.40 |
| 23710 - Office Appliance Repairer | 18.68 |
| 23760 - Painter Maintenance | 19.58 |
| 23790 - Pipefitter Maintenance | 22.78 |
| 23810 - Plumber Maintenance | 21.42 |
| 23820 - Pneudraulic Systems Mechanic | 22.47 |
| 23850 - Rigger | 23.63 |
| 23870 - Scale Mechanic | 19.87 |
| 23890 - Sheet-Metal Worker Maintenance | 20.58 |
| 23910 - Small Engine Mechanic | 17.43 |
| 23931 - Telecommunications Mechanic I | 24.35 |
| 23932 - Telecommunications Mechanic II | 25.65 |
| 23950 - Telephone Lineman | 23.50 |
| 23960 - Welder Combination Maintenance | 19.35 |
| 23965 - Well Driller | 19.99 |
| 23970 - Woodcraft Worker | 22.47 |
| 23980 - Woodworker | 17.08 |
| 24000 - Personal Needs Occupations | |
| 24550 - Case Manager | 16.57 |
| 24570 - Child Care Attendant | 11.16*** |
| 24580 - Child Care Center Clerk | 14.10*** |
| 24610 - Chore Aide | 11.25*** |
| 24620 - Family Readiness And Support Services Coordinator | 16.57 |
| 24630 - Homemaker | 17.33 |

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|---|----------|
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 28.60 |
| 25040 - Sewage Plant Operator | 21.65 |
| 25070 - Stationary Engineer | 28.60 |
| 25190 - Ventilation Equipment Tender | 19.99 |
| 25210 - Water Treatment Plant Operator | 21.65 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 18.46 |
| 27007 - Baggage Inspector | 13.39*** |
| 27008 - Corrections Officer | 24.75 |
| 27010 - Court Security Officer | 24.14 |
| 27030 - Detection Dog Handler | 16.69 |
| 27040 - Detention Officer | 24.75 |
| 27070 - Firefighter | 23.53 |
| 27101 - Guard I | 13.39*** |
| 27102 - Guard II | 16.29 |
| 27131 - Police Officer I | 26.60 |
| 27132 - Police Officer II | 29.56 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 13.52*** |
| 28042 - Carnival Equipment Repairer | 14.71*** |
| 28043 - Carnival Worker | 9.78*** |
| 28210 - Gate Attendant/Gate Tender | 14.89*** |
| 28310 - Lifeguard | 11.59*** |
| 28350 - Park Attendant (Aide) | 16.65 |
| 28510 - Recreation Aide/Health Facility Attendant | 12.15*** |
| 28515 - Recreation Specialist | 20.63 |
| 28630 - Sports Official | 13.26*** |
| 28690 - Swimming Pool Operator | 17.11 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 31.00 |
| 29020 - Hatch Tender | 31.00 |
| 29030 - Line Handler | 31.00 |
| 29041 - Stevedore I | 28.85 |
| 29042 - Stevedore II | 32.95 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist Center (HFO) (see 2) | 40.29 |
| 30011 - Air Traffic Control Specialist Station (HFO) (see 2) | 27.78 |
| 30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) | 30.59 |
| 30021 - Archeological Technician I | 17.43 |
| 30022 - Archeological Technician II | 19.49 |
| 30023 - Archeological Technician III | 24.14 |
| 30030 - Cartographic Technician | 24.49 |
| 30040 - Civil Engineering Technician | 24.37 |
| 30051 - Cryogenic Technician I | 26.74 |
| 30052 - Cryogenic Technician II | 29.54 |
| 30061 - Drafter/CAD Operator I | 17.43 |
| 30062 - Drafter/CAD Operator II | 19.49 |
| 30063 - Drafter/CAD Operator III | 21.72 |
| 30064 - Drafter/CAD Operator IV | 26.74 |
| 30081 - Engineering Technician I | 16.69 |
| 30082 - Engineering Technician II | 18.74 |
| 30083 - Engineering Technician III | 21.23 |
| 30084 - Engineering Technician IV | 24.45 |
| 30085 - Engineering Technician V | 28.32 |
| 30086 - Engineering Technician VI | 32.37 |
| 30090 - Environmental Technician | 22.11 |
| 30095 - Evidence Control Specialist | 24.14 |
| 30210 - Laboratory Technician | 23.36 |
| 30221 - Latent Fingerprint Technician I | 23.91 |
| 30222 - Latent Fingerprint Technician II | 26.41 |
| 30240 - Mathematical Technician | 28.52 |
| 30361 - Paralegal/Legal Assistant I | 19.10 |
| 30362 - Paralegal/Legal Assistant II | 23.66 |
| 30363 - Paralegal/Legal Assistant III | 28.94 |

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|---|---------------|
| 30364 - Paralegal/Legal Assistant IV | 35.01 |
| 30375 - Petroleum Supply Specialist | 29.54 |
| 30390 - Photo-Optics Technician | 24.14 |
| 30395 - Radiation Control Technician | 29.54 |
| 30461 - Technical Writer I | 24.10 |
| 30462 - Technical Writer II | 29.47 |
| 30463 - Technical Writer III | 35.66 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 25.60 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 30.98 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 37.13 |
| 30494 - Unexploded (UXO) Safety Escort | 25.60 |
| 30495 - Unexploded (UXO) Sweep Personnel | 25.60 |
| 30501 - Weather Forecaster I | 26.74 |
| 30502 - Weather Forecaster II | 32.53 |
| 30620 - Weather Observer Combined Upper Air Or | (see 2) 21.72 |
| Surface Programs | |
| 30621 - Weather Observer Senior | (see 2) 24.14 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31010 - Airplane Pilot | 30.98 |
| 31020 - Bus Aide | 12.43*** |
| 31030 - Bus Driver | 17.80 |
| 31043 - Driver Courier | 14.66*** |
| 31260 - Parking and Lot Attendant | 10.41*** |
| 31290 - Shuttle Bus Driver | 15.06 |
| 31310 - Taxi Driver | 13.29*** |
| 31361 - Truckdriver Light | 15.95 |
| 31362 - Truckdriver Medium | 17.26 |
| 31363 - Truckdriver Heavy | 19.33 |
| 31364 - Truckdriver Tractor-Trailer | 19.33 |
| 99000 - Miscellaneous Occupations | |
| 99020 - Cabin Safety Specialist | 15.10 |
| 99030 - Cashier | 11.07*** |
| 99050 - Desk Clerk | 11.50*** |
| 99095 - Embalmer | 26.58 |
| 99130 - Flight Follower | 25.60 |
| 99251 - Laboratory Animal Caretaker I | 13.33*** |
| 99252 - Laboratory Animal Caretaker II | 14.51*** |
| 99260 - Marketing Analyst | 29.62 |
| 99310 - Mortician | 26.58 |
| 99410 - Pest Controller | 20.93 |
| 99510 - Photofinishing Worker | 13.45*** |
| 99710 - Recycling Laborer | 22.17 |
| 99711 - Recycling Specialist | 26.96 |
| 99730 - Refuse Collector | 19.50 |
| 99810 - Sales Clerk | 12.49*** |
| 99820 - School Crossing Guard | 13.43*** |
| 99830 - Survey Party Chief | 19.11 |
| 99831 - Surveying Aide | 11.75*** |
| 99832 - Surveying Technician | 17.94 |
| 99840 - Vending Machine Attendant | 13.04*** |
| 99841 - Vending Machine Repairer | 15.79 |
| 99842 - Vending Machine Repairer Helper | 13.04*** |

***Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 (\$15.00 per hour) or 13658 (\$11.25 per hour). Please see the Note at the top of the wage determination for more information. Please also note that the minimum wage requirements of Executive Order 14026 and 13658 are not currently being enforced as to contracts or contract-like instruments entered into with the federal government in connection with seasonal recreational services or seasonal recreational equipment rental for the general public on federal lands.

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.60 per hour up to 40 hours per week or \$184.00 per week or \$797.33 per month

HEALTH & WELFARE EO 13706: \$4.23 per hour up to 40 hours per week or \$169.20 per week or \$733.20 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; and 3 weeks after 5 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Juneteenth National Independence Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than \$27.63 (or on a salary or fee basis at a rate not less than \$455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541.400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds \$27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees

who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

**** HAZARDOUS PAY DIFFERENTIAL ****

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary

affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However in those instances where the uniforms furnished are made of "wash and wear" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

**** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS ****

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

**** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) ****

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR 4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).
- 4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

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| "REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor | U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210 Wage Determination No.: 2015-4567 Revision No.: 18 Date Of Last Revision: 03/15/2022 |
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Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

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| If the contract is entered into on or after January 30 2022 or the contract is renewed or extended (e.g. an option is exercised) on or after January 30 2022: | With certain exceptions Executive Order 14026 applies to the contract. The contractor must pay all covered workers at least \$15.00 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in 2022. |
| If the contract was awarded on or between January 1 2015 and January 29 2022 and the contract is not renewed or extended on or after January 30 2022: | With certain exceptions Executive Order 13658 applies to the contract. The contractor must pay all covered workers at least \$11.25 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in 2022. |

The applicable Executive Order minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the Executive Orders is available at <https://www.dol.gov/agencies/whd/government-contracts>.

State: Florida

Area: Florida County of Indian River

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|----------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 16.42 |
| 01012 - Accounting Clerk II | | 18.44 |
| 01013 - Accounting Clerk III | | 20.62 |
| 01020 - Administrative Assistant | | 24.05 |
| 01035 - Court Reporter | | 17.89 |
| 01041 - Customer Service Representative I | | 13.04*** |
| 01042 - Customer Service Representative II | | 14.48*** |
| 01043 - Customer Service Representative III | | 15.99 |
| 01051 - Data Entry Operator I | | 13.91*** |
| 01052 - Data Entry Operator II | | 15.18 |
| 01060 - Dispatcher Motor Vehicle | | 16.31 |
| 01070 - Document Preparation Clerk | | 14.97*** |
| 01090 - Duplicating Machine Operator | | 14.97*** |
| 01111 - General Clerk I | | 13.84*** |
| 01112 - General Clerk II | | 15.11 |
| 01113 - General Clerk III | | 16.96 |

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| 01120 - Housing Referral Assistant | 19.94 |
| 01141 - Messenger Courier | 12.16*** |
| 01191 - Order Clerk I | 13.05*** |
| 01192 - Order Clerk II | 14.24*** |
| 01261 - Personnel Assistant (Employment) I | 15.99 |
| 01262 - Personnel Assistant (Employment) II | 17.89 |
| 01263 - Personnel Assistant (Employment) III | 19.94 |
| 01270 - Production Control Clerk | 19.41 |
| 01290 - Rental Clerk | 16.63 |
| 01300 - Scheduler Maintenance | 15.99 |
| 01311 - Secretary I | 15.99 |
| 01312 - Secretary II | 17.89 |
| 01313 - Secretary III | 19.94 |
| 01320 - Service Order Dispatcher | 14.82*** |
| 01410 - Supply Technician | 24.05 |
| 01420 - Survey Worker | 17.89 |
| 01460 - Switchboard Operator/Receptionist | 13.96*** |
| 01531 - Travel Clerk I | 14.37*** |
| 01532 - Travel Clerk II | 15.61 |
| 01533 - Travel Clerk III | 16.71 |
| 01611 - Word Processor I | 14.24*** |
| 01612 - Word Processor II | 15.99 |
| 01613 - Word Processor III | 17.89 |
| 05000 - Automotive Service Occupations | |
| 05005 - Automobile Body Repairer Fiberglass | 19.32 |
| 05010 - Automotive Electrician | 18.70 |
| 05040 - Automotive Glass Installer | 17.58 |
| 05070 - Automotive Worker | 17.58 |
| 05110 - Mobile Equipment Servicer | 15.50 |
| 05130 - Motor Equipment Metal Mechanic | 19.85 |
| 05160 - Motor Equipment Metal Worker | 17.58 |
| 05190 - Motor Vehicle Mechanic | 19.85 |
| 05220 - Motor Vehicle Mechanic Helper | 14.58*** |
| 05250 - Motor Vehicle Upholstery Worker | 16.58 |
| 05280 - Motor Vehicle Wrecker | 17.58 |
| 05310 - Painter Automotive | 18.70 |
| 05340 - Radiator Repair Specialist | 17.58 |
| 05370 - Tire Repairer | 13.67*** |
| 05400 - Transmission Repair Specialist | 19.85 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 15.17 |
| 07041 - Cook I | 13.91*** |
| 07042 - Cook II | 16.01 |
| 07070 - Dishwasher | 11.67*** |
| 07130 - Food Service Worker | 12.16*** |
| 07210 - Meat Cutter | 16.31 |
| 07260 - Waiter/Waitress | 10.21*** |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 18.96 |
| 09040 - Furniture Handler | 13.01*** |
| 09080 - Furniture Refinisher | 19.53 |
| 09090 - Furniture Refinisher Helper | 14.80*** |
| 09110 - Furniture Repairer Minor | 17.18 |
| 09130 - Upholsterer | 20.51 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner Vehicles | 11.66*** |
| 11060 - Elevator Operator | 11.66*** |
| 11090 - Gardener | 18.57 |
| 11122 - Housekeeping Aide | 12.17*** |
| 11150 - Janitor | 12.17*** |
| 11210 - Laborer Grounds Maintenance | 14.52*** |
| 11240 - Maid or Houseman | 12.09*** |
| 11260 - Pruner | 13.17*** |
| 11270 - Tractor Operator | 17.22 |
| 11330 - Trail Maintenance Worker | 14.52*** |

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| 11360 - Window Cleaner | 13.42*** |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 20.92 |
| 12011 - Breath Alcohol Technician | 20.92 |
| 12012 - Certified Occupational Therapist Assistant | 28.69 |
| 12015 - Certified Physical Therapist Assistant | 29.20 |
| 12020 - Dental Assistant | 19.22 |
| 12025 - Dental Hygienist | 34.61 |
| 12030 - EKG Technician | 31.46 |
| 12035 - Electroneurodiagnostic Technologist | 31.46 |
| 12040 - Emergency Medical Technician | 20.92 |
| 12071 - Licensed Practical Nurse I | 18.70 |
| 12072 - Licensed Practical Nurse II | 20.92 |
| 12073 - Licensed Practical Nurse III | 23.31 |
| 12100 - Medical Assistant | 16.55 |
| 12130 - Medical Laboratory Technician | 27.31 |
| 12160 - Medical Record Clerk | 16.12 |
| 12190 - Medical Record Technician | 18.02 |
| 12195 - Medical Transcriptionist | 18.70 |
| 12210 - Nuclear Medicine Technologist | 45.96 |
| 12221 - Nursing Assistant I | 12.81*** |
| 12222 - Nursing Assistant II | 14.39*** |
| 12223 - Nursing Assistant III | 15.71 |
| 12224 - Nursing Assistant IV | 17.64 |
| 12235 - Optical Dispenser | 19.45 |
| 12236 - Optical Technician | 18.70 |
| 12250 - Pharmacy Technician | 15.82 |
| 12280 - Phlebotomist | 15.72 |
| 12305 - Radiologic Technologist | 26.48 |
| 12311 - Registered Nurse I | 26.16 |
| 12312 - Registered Nurse II | 32.00 |
| 12313 - Registered Nurse II Specialist | 32.00 |
| 12314 - Registered Nurse III | 38.72 |
| 12315 - Registered Nurse III Anesthetist | 38.72 |
| 12316 - Registered Nurse IV | 46.42 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 25.91 |
| 12320 - Substance Abuse Treatment Counselor | 23.54 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 22.52 |
| 13012 - Exhibits Specialist II | 27.90 |
| 13013 - Exhibits Specialist III | 34.12 |
| 13041 - Illustrator I | 22.52 |
| 13042 - Illustrator II | 27.90 |
| 13043 - Illustrator III | 34.12 |
| 13047 - Librarian | 30.89 |
| 13050 - Library Aide/Clerk | 17.56 |
| 13054 - Library Information Technology Systems Administrator | 27.90 |
| 13058 - Library Technician | 22.52 |
| 13061 - Media Specialist I | 20.13 |
| 13062 - Media Specialist II | 22.52 |
| 13063 - Media Specialist III | 25.10 |
| 13071 - Photographer I | 20.13 |
| 13072 - Photographer II | 22.52 |
| 13073 - Photographer III | 27.90 |
| 13074 - Photographer IV | 34.12 |
| 13075 - Photographer V | 41.29 |
| 13090 - Technical Order Library Clerk | 20.21 |
| 13110 - Video Teleconference Technician | 20.13 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 16.15 |
| 14042 - Computer Operator II | 18.06 |
| 14043 - Computer Operator III | 20.14 |
| 14044 - Computer Operator IV | 22.37 |
| 14045 - Computer Operator V | 24.79 |

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| 14071 - Computer Programmer I | (see 1) | 23.18 |
| 14072 - Computer Programmer II | (see 1) | |
| 14073 - Computer Programmer III | (see 1) | |
| 14074 - Computer Programmer IV | (see 1) | |
| 14101 - Computer Systems Analyst I | (see 1) | |
| 14102 - Computer Systems Analyst II | (see 1) | |
| 14103 - Computer Systems Analyst III | (see 1) | |
| 14150 - Peripheral Equipment Operator | | 16.15 |
| 14160 - Personal Computer Support Technician | | 22.37 |
| 14170 - System Support Specialist | | 24.79 |
| 15000 - Instructional Occupations | | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | | 29.98 |
| 15020 - Aircrew Training Devices Instructor (Rated) | | 34.26 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | | 38.96 |
| 15050 - Computer Based Training Specialist / Instructor | | 29.98 |
| 15060 - Educational Technologist | | 29.21 |
| 15070 - Flight Instructor (Pilot) | | 38.96 |
| 15080 - Graphic Artist | | 21.03 |
| 15085 - Maintenance Test Pilot Fixed Jet/Prop | | 41.06 |
| 15086 - Maintenance Test Pilot Rotary Wing | | 41.06 |
| 15088 - Non-Maintenance Test/Co-Pilot | | 41.06 |
| 15090 - Technical Instructor | | 26.40 |
| 15095 - Technical Instructor/Course Developer | | 31.35 |
| 15110 - Test Proctor | | 21.66 |
| 15120 - Tutor | | 21.66 |
| 16000 - Laundry Dry-Cleaning Pressing And Related Occupations | | |
| 16010 - Assembler | | 10.61*** |
| 16030 - Counter Attendant | | 10.61*** |
| 16040 - Dry Cleaner | | 13.19*** |
| 16070 - Finisher Flatwork Machine | | 10.61*** |
| 16090 - Presser Hand | | 10.61*** |
| 16110 - Presser Machine Drycleaning | | 10.61*** |
| 16130 - Presser Machine Shirts | | 10.61*** |
| 16160 - Presser Machine Wearing Apparel Laundry | | 10.61*** |
| 16190 - Sewing Machine Operator | | 14.02*** |
| 16220 - Tailor | | 14.87*** |
| 16250 - Washer Machine | | 11.48*** |
| 19000 - Machine Tool Operation And Repair Occupations | | |
| 19010 - Machine-Tool Operator (Tool Room) | | 19.37 |
| 19040 - Tool And Die Maker | | 23.93 |
| 21000 - Materials Handling And Packing Occupations | | |
| 21020 - Forklift Operator | | 15.24 |
| 21030 - Material Coordinator | | 19.41 |
| 21040 - Material Expediter | | 19.41 |
| 21050 - Material Handling Laborer | | 15.14 |
| 21071 - Order Filler | | 14.49*** |
| 21080 - Production Line Worker (Food Processing) | | 15.24 |
| 21110 - Shipping Packer | | 16.93 |
| 21130 - Shipping/Receiving Clerk | | 16.93 |
| 21140 - Store Worker I | | 13.62*** |
| 21150 - Stock Clerk | | 18.22 |
| 21210 - Tools And Parts Attendant | | 15.24 |
| 21410 - Warehouse Specialist | | 15.24 |
| 23000 - Mechanics And Maintenance And Repair Occupations | | |
| 23010 - Aerospace Structural Welder | | 24.95 |
| 23019 - Aircraft Logs and Records Technician | | 19.26 |
| 23021 - Aircraft Mechanic I | | 23.60 |
| 23022 - Aircraft Mechanic II | | 24.95 |
| 23023 - Aircraft Mechanic III | | 26.28 |
| 23040 - Aircraft Mechanic Helper | | 16.85 |
| 23050 - Aircraft Painter | | 21.90 |
| 23060 - Aircraft Servicer | | 19.26 |
| 23070 - Aircraft Survival Flight Equipment Technician | | 21.90 |
| 23080 - Aircraft Worker | | 20.58 |
| 23091 - Aircrew Life Support Equipment (ALSE) Mechanic | | 20.58 |

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| 23092 - Aircrew Life Support Equipment (ALSE) Mechanic | 23.60 |
| II | |
| 23110 - Appliance Mechanic | 19.37 |
| 23120 - Bicycle Repairer | 15.83 |
| 23125 - Cable Splicer | 24.84 |
| 23130 - Carpenter Maintenance | 19.48 |
| 23140 - Carpet Layer | 18.21 |
| 23160 - Electrician Maintenance | 22.10 |
| 23181 - Electronics Technician Maintenance I | 22.65 |
| 23182 - Electronics Technician Maintenance II | 24.25 |
| 23183 - Electronics Technician Maintenance III | 25.73 |
| 23260 - Fabric Worker | 17.04 |
| 23290 - Fire Alarm System Mechanic | 20.56 |
| 23310 - Fire Extinguisher Repairer | 15.83 |
| 23311 - Fuel Distribution System Mechanic | 20.56 |
| 23312 - Fuel Distribution System Operator | 16.75 |
| 23370 - General Maintenance Worker | 17.61 |
| 23380 - Ground Support Equipment Mechanic | 23.60 |
| 23381 - Ground Support Equipment Servicer | 19.26 |
| 23382 - Ground Support Equipment Worker | 20.58 |
| 23391 - Gunsmith I | 17.56 |
| 23392 - Gunsmith II | 20.20 |
| 23393 - Gunsmith III | 22.75 |
| 23410 - Heating Ventilation And Air-Conditioning Mechanic | 21.59 |
| 23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) | 22.83 |
| 23430 - Heavy Equipment Mechanic | 20.74 |
| 23440 - Heavy Equipment Operator | 20.78 |
| 23460 - Instrument Mechanic | 20.56 |
| 23465 - Laboratory/Shelter Mechanic | 20.21 |
| 23470 - Laborer | 15.14 |
| 23510 - Locksmith | 19.37 |
| 23530 - Machinery Maintenance Mechanic | 23.76 |
| 23550 - Machinist Maintenance | 20.56 |
| 23580 - Maintenance Trades Helper | 17.08 |
| 23591 - Metrology Technician I | 20.56 |
| 23592 - Metrology Technician II | 21.74 |
| 23593 - Metrology Technician III | 22.90 |
| 23640 - Millwright | 20.56 |
| 23710 - Office Appliance Repairer | 19.37 |
| 23760 - Painter Maintenance | 17.50 |
| 23790 - Pipefitter Maintenance | 24.05 |
| 23810 - Plumber Maintenance | 22.66 |
| 23820 - Pneudraulic Systems Mechanic | 20.56 |
| 23850 - Rigger | 20.56 |
| 23870 - Scale Mechanic | 18.21 |
| 23890 - Sheet-Metal Worker Maintenance | 19.20 |
| 23910 - Small Engine Mechanic | 18.15 |
| 23931 - Telecommunications Mechanic I | 24.60 |
| 23932 - Telecommunications Mechanic II | 26.01 |
| 23950 - Telephone Lineman | 21.31 |
| 23960 - Welder Combination Maintenance | 21.28 |
| 23965 - Well Driller | 20.56 |
| 23970 - Woodcraft Worker | 20.56 |
| 23980 - Woodworker | 15.83 |
| 24000 - Personal Needs Occupations | |
| 24550 - Case Manager | 15.54 |
| 24570 - Child Care Attendant | 12.03*** |
| 24580 - Child Care Center Clerk | 14.99*** |
| 24610 - Chore Aide | 12.04*** |
| 24620 - Family Readiness And Support Services Coordinator | 15.54 |
| 24630 - Homemaker | 16.67 |

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| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 20.56 |
| 25040 - Sewage Plant Operator | 27.49 |
| 25070 - Stationary Engineer | 20.56 |
| 25190 - Ventilation Equipment Tender | 14.68*** |
| 25210 - Water Treatment Plant Operator | 27.49 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 19.14 |
| 27007 - Baggage Inspector | 14.32*** |
| 27008 - Corrections Officer | 18.77 |
| 27010 - Court Security Officer | 18.77 |
| 27030 - Detection Dog Handler | 17.09 |
| 27040 - Detention Officer | 18.77 |
| 27070 - Firefighter | 21.14 |
| 27101 - Guard I | 14.32*** |
| 27102 - Guard II | 17.09 |
| 27131 - Police Officer I | 22.07 |
| 27132 - Police Officer II | 24.53 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 13.51*** |
| 28042 - Carnival Equipment Repairer | 14.56*** |
| 28043 - Carnival Worker | 10.33*** |
| 28210 - Gate Attendant/Gate Tender | 15.48 |
| 28310 - Lifeguard | 15.68 |
| 28350 - Park Attendant (Aide) | 17.32 |
| 28510 - Recreation Aide/Health Facility Attendant | 12.64*** |
| 28515 - Recreation Specialist | 21.45 |
| 28630 - Sports Official | 13.79*** |
| 28690 - Swimming Pool Operator | 16.76 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 18.21 |
| 29020 - Hatch Tender | 18.21 |
| 29030 - Line Handler | 18.21 |
| 29041 - Stevedore I | 17.04 |
| 29042 - Stevedore II | 20.11 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist Center (HFO) (see 2) | 42.91 |
| 30011 - Air Traffic Control Specialist Station (HFO) (see 2) | 29.59 |
| 30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) | 32.58 |
| 30021 - Archeological Technician I | 18.73 |
| 30022 - Archeological Technician II | 20.94 |
| 30023 - Archeological Technician III | 25.95 |
| 30030 - Cartographic Technician | 25.95 |
| 30040 - Civil Engineering Technician | 25.95 |
| 30051 - Cryogenic Technician I | 28.73 |
| 30052 - Cryogenic Technician II | 31.75 |
| 30061 - Drafter/CAD Operator I | 18.73 |
| 30062 - Drafter/CAD Operator II | 20.94 |
| 30063 - Drafter/CAD Operator III | 23.35 |
| 30064 - Drafter/CAD Operator IV | 28.73 |
| 30081 - Engineering Technician I | 16.68 |
| 30082 - Engineering Technician II | 18.73 |
| 30083 - Engineering Technician III | 20.94 |
| 30084 - Engineering Technician IV | 25.95 |
| 30085 - Engineering Technician V | 31.75 |
| 30086 - Engineering Technician VI | 38.40 |
| 30090 - Environmental Technician | 25.95 |
| 30095 - Evidence Control Specialist | 25.95 |
| 30210 - Laboratory Technician | 23.35 |
| 30221 - Latent Fingerprint Technician I | 28.73 |
| 30222 - Latent Fingerprint Technician II | 31.75 |
| 30240 - Mathematical Technician | 25.95 |
| 30361 - Paralegal/Legal Assistant I | 21.07 |
| 30362 - Paralegal/Legal Assistant II | 26.10 |
| 30363 - Paralegal/Legal Assistant III | 31.93 |

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| 30364 - Paralegal/Legal Assistant IV | 38.64 |
| 30375 - Petroleum Supply Specialist | 31.75 |
| 30390 - Photo-Optics Technician | 23.99 |
| 30395 - Radiation Control Technician | 31.75 |
| 30461 - Technical Writer I | 25.95 |
| 30462 - Technical Writer II | 31.75 |
| 30463 - Technical Writer III | 38.40 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 27.27 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 33.00 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 39.55 |
| 30494 - Unexploded (UXO) Safety Escort | 27.27 |
| 30495 - Unexploded (UXO) Sweep Personnel | 27.27 |
| 30501 - Weather Forecaster I | 28.73 |
| 30502 - Weather Forecaster II | 34.95 |
| 30620 - Weather Observer Combined Upper Air Or | (see 2) 23.35 |
| Surface Programs | |
| 30621 - Weather Observer Senior | (see 2) 25.95 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31010 - Airplane Pilot | 33.00 |
| 31020 - Bus Aide | 11.55*** |
| 31030 - Bus Driver | 15.91 |
| 31043 - Driver Courier | 15.56 |
| 31260 - Parking and Lot Attendant | 11.35*** |
| 31290 - Shuttle Bus Driver | 16.25 |
| 31310 - Taxi Driver | 16.96 |
| 31361 - Truckdriver Light | 14.77*** |
| 31362 - Truckdriver Medium | 15.11 |
| 31363 - Truckdriver Heavy | 18.70 |
| 31364 - Truckdriver Tractor-Trailer | 18.70 |
| 99000 - Miscellaneous Occupations | |
| 99020 - Cabin Safety Specialist | 16.09 |
| 99030 - Cashier | 11.58*** |
| 99050 - Desk Clerk | 12.32*** |
| 99095 - Embalmer | 27.27 |
| 99130 - Flight Follower | 27.27 |
| 99251 - Laboratory Animal Caretaker I | 16.47 |
| 99252 - Laboratory Animal Caretaker II | 17.74 |
| 99260 - Marketing Analyst | 30.36 |
| 99310 - Mortician | 27.27 |
| 99410 - Pest Controller | 19.53 |
| 99510 - Photofinishing Worker | 14.33*** |
| 99710 - Recycling Laborer | 16.70 |
| 99711 - Recycling Specialist | 19.81 |
| 99730 - Refuse Collector | 15.15 |
| 99810 - Sales Clerk | 13.18*** |
| 99820 - School Crossing Guard | 14.65*** |
| 99830 - Survey Party Chief | 20.33 |
| 99831 - Surveying Aide | 13.47*** |
| 99832 - Surveying Technician | 18.48 |
| 99840 - Vending Machine Attendant | 19.81 |
| 99841 - Vending Machine Repairer | 24.58 |
| 99842 - Vending Machine Repairer Helper | 19.81 |

***Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 (\$15.00 per hour) or 13658 (\$11.25 per hour). Please see the Note at the top of the wage determination for more information. Please also note that the minimum wage requirements of Executive Order 14026 and 13658 are not currently being enforced as to contracts or contract-like instruments entered into with the federal government in connection with seasonal recreational services or seasonal recreational equipment rental for the general public on federal lands.

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.60 per hour up to 40 hours per week or \$184.00 per week or \$797.33 per month

HEALTH & WELFARE EO 13706: \$4.23 per hour up to 40 hours per week or \$169.20 per week or \$733.20 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years 4 weeks after 15 years and 5 weeks after 20 years.

Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Juneteenth National Independence Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than \$27.63 (or on a salary or fee basis at a rate not less than \$455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541.400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds \$27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees

who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

**** HAZARDOUS PAY DIFFERENTIAL ****

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary

affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However in those instances where the uniforms furnished are made of "wash and wear" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

**** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS ****

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

**** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) ****

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR 4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).
- 4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

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| "REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor | U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210 |
| Daniel W. Simms Director | Division of Wage Determinations |
| | Wage Determination No.: 2015-4551 Revision No.: 19 Date Of Last Revision: 03/15/2022 |

Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

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| If the contract is entered into on or after January 30 2022 or the contract is renewed or extended (e.g. an option is exercised) on or after January 30 2022: | With certain exceptions Executive Order 14026 applies to the contract. The contractor must pay all covered workers at least \$15.00 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in 2022. |
| If the contract was awarded on or between January 1 2015 and January 29 2022 and the contract is not renewed or extended on or after January 30 2022: | With certain exceptions Executive Order 13658 applies to the contract. The contractor must pay all covered workers at least \$11.25 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in 2022. |

The applicable Executive Order minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the Executive Orders is available at <https://www.dol.gov/agencies/whd/government-contracts>.

State: Florida

Area: Florida County of Lake

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|----------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 15.17 |
| 01012 - Accounting Clerk II | | 17.05 |
| 01013 - Accounting Clerk III | | 19.06 |
| 01020 - Administrative Assistant | | 24.48 |
| 01035 - Court Reporter | | 18.51 |
| 01041 - Customer Service Representative I | | 12.87*** |
| 01042 - Customer Service Representative II | | 14.04*** |
| 01043 - Customer Service Representative III | | 15.77 |
| 01051 - Data Entry Operator I | | 13.60*** |
| 01052 - Data Entry Operator II | | 14.84*** |
| 01060 - Dispatcher Motor Vehicle | | 16.46 |
| 01070 - Document Preparation Clerk | | 16.56 |
| 01090 - Duplicating Machine Operator | | 16.56 |
| 01111 - General Clerk I | | 13.04*** |
| 01112 - General Clerk II | | 14.23*** |
| 01113 - General Clerk III | | 15.98 |

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| 01120 - Housing Referral Assistant | 20.63 |
| 01141 - Messenger Courier | 14.27*** |
| 01191 - Order Clerk I | 14.03*** |
| 01192 - Order Clerk II | 15.30 |
| 01261 - Personnel Assistant (Employment) I | 15.91 |
| 01262 - Personnel Assistant (Employment) II | 17.79 |
| 01263 - Personnel Assistant (Employment) III | 19.83 |
| 01270 - Production Control Clerk | 20.85 |
| 01290 - Rental Clerk | 13.42*** |
| 01300 - Scheduler Maintenance | 16.54 |
| 01311 - Secretary I | 16.54 |
| 01312 - Secretary II | 18.51 |
| 01313 - Secretary III | 20.63 |
| 01320 - Service Order Dispatcher | 14.73*** |
| 01410 - Supply Technician | 24.48 |
| 01420 - Survey Worker | 16.98 |
| 01460 - Switchboard Operator/Receptionist | 14.13*** |
| 01531 - Travel Clerk I | 13.55*** |
| 01532 - Travel Clerk II | 14.80*** |
| 01533 - Travel Clerk III | 15.94 |
| 01611 - Word Processor I | 14.16*** |
| 01612 - Word Processor II | 15.91 |
| 01613 - Word Processor III | 17.79 |
| 05000 - Automotive Service Occupations | |
| 05005 - Automobile Body Repairer Fiberglass | 19.73 |
| 05010 - Automotive Electrician | 17.14 |
| 05040 - Automotive Glass Installer | 16.00 |
| 05070 - Automotive Worker | 16.00 |
| 05110 - Mobile Equipment Servicer | 13.79*** |
| 05130 - Motor Equipment Metal Mechanic | 18.27 |
| 05160 - Motor Equipment Metal Worker | 16.00 |
| 05190 - Motor Vehicle Mechanic | 18.27 |
| 05220 - Motor Vehicle Mechanic Helper | 12.68*** |
| 05250 - Motor Vehicle Upholstery Worker | 14.98*** |
| 05280 - Motor Vehicle Wrecker | 16.00 |
| 05310 - Painter Automotive | 17.14 |
| 05340 - Radiator Repair Specialist | 16.00 |
| 05370 - Tire Repairer | 11.97*** |
| 05400 - Transmission Repair Specialist | 18.27 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 14.75*** |
| 07041 - Cook I | 13.51*** |
| 07042 - Cook II | 15.68 |
| 07070 - Dishwasher | 11.26*** |
| 07130 - Food Service Worker | 11.69*** |
| 07210 - Meat Cutter | 16.48 |
| 07260 - Waiter/Waitress | 11.36*** |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 18.35 |
| 09040 - Furniture Handler | 11.02*** |
| 09080 - Furniture Refinisher | 18.12 |
| 09090 - Furniture Refinisher Helper | 13.41*** |
| 09110 - Furniture Repairer Minor | 15.76 |
| 09130 - Upholsterer | 17.89 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner Vehicles | 12.21*** |
| 11060 - Elevator Operator | 12.03*** |
| 11090 - Gardener | 17.80 |
| 11122 - Housekeeping Aide | 12.03*** |
| 11150 - Janitor | 12.03*** |
| 11210 - Laborer Grounds Maintenance | 13.46*** |
| 11240 - Maid or Houseman | 11.48*** |
| 11260 - Pruner | 11.96*** |
| 11270 - Tractor Operator | 16.37 |
| 11330 - Trail Maintenance Worker | 13.46*** |

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| 11360 - Window Cleaner | 13.54*** |
| 12000 - Health Occupations | |
| 12010 Ambulance Driver | 18.99 |
| 12011 - Breath Alcohol Technician | 19.97 |
| 12012 - Certified Occupational Therapist Assistant | 29.86 |
| 12015 - Certified Physical Therapist Assistant | 34.16 |
| 12020 Dental Assistant | 19.13 |
| 12025 - Dental Hygienist | 34.53 |
| 12030 - EKG Technician | 28.06 |
| 12035 - Electroneurodiagnostic Technologist | 28.06 |
| 12040 Emergency Medical Technician | 18.99 |
| 12071 - Licensed Practical Nurse I | 17.86 |
| 12072 - Licensed Practical Nurse II | 19.97 |
| 12073 - Licensed Practical Nurse III | 22.26 |
| 12100 Medical Assistant | 15.89 |
| 12130 - Medical Laboratory Technician | 24.88 |
| 12160 - Medical Record Clerk | 17.30 |
| 12190 - Medical Record Technician | 20.12 |
| 12195 Medical Transcriptionist | 14.67*** |
| 12210 - Nuclear Medicine Technologist | 36.76 |
| 12221 - Nursing Assistant I | 11.84*** |
| 12222 - Nursing Assistant II | 13.30*** |
| 12223 Nursing Assistant III | 14.51*** |
| 12224 - Nursing Assistant IV | 16.30 |
| 12235 - Optical Dispenser | 21.03 |
| 12236 - Optical Technician | 17.08 |
| 12250 Pharmacy Technician | 16.21 |
| 12280 - Phlebotomist | 16.24 |
| 12305 - Radiologic Technologist | 27.91 |
| 12311 - Registered Nurse I | 21.77 |
| 12312 Registered Nurse II | 26.63 |
| 12313 - Registered Nurse II Specialist | 26.63 |
| 12314 - Registered Nurse III | 32.23 |
| 12315 - Registered Nurse III Anesthetist | 32.23 |
| 12316 Registered Nurse IV | 38.62 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 24.73 |
| 12320 - Substance Abuse Treatment Counselor | 21.05 |
| 13000 - Information And Arts Occupations | |
| 13011 Exhibits Specialist I | 19.34 |
| 13012 - Exhibits Specialist II | 23.96 |
| 13013 - Exhibits Specialist III | 29.31 |
| 13041 - Illustrator I | 19.87 |
| 13042 Illustrator II | 24.61 |
| 13043 - Illustrator III | 30.10 |
| 13047 - Librarian | 26.53 |
| 13050 - Library Aide/Clerk | 13.68*** |
| 13054 Library Information Technology Systems Administrator | 22.45 |
| 13058 - Library Technician | 16.47 |
| 13061 - Media Specialist I | 16.35 |
| 13062 Media Specialist II | 18.30 |
| 13063 - Media Specialist III | 20.39 |
| 13071 - Photographer I | 12.81*** |
| 13072 - Photographer II | 15.03 |
| 13073 Photographer III | 18.61 |
| 13074 - Photographer IV | 22.76 |
| 13075 - Photographer V | 27.54 |
| 13090 - Technical Order Library Clerk | 17.18 |
| 13110 Video Teleconference Technician | 21.36 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 16.82 |
| 14042 - Computer Operator II | 18.81 |
| 14043 Computer Operator III | 20.97 |
| 14044 - Computer Operator IV | 23.31 |
| 14045 - Computer Operator V | 25.81 |

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|---|---------|----------|
| 14071 - Computer Programmer I | (see 1) | 20.87 |
| 14072 - Computer Programmer II | (see 1) | 25.86 |
| 14073 - Computer Programmer III | (see 1) | |
| 14074 - Computer Programmer IV | (see 1) | |
| 14101 - Computer Systems Analyst I | (see 1) | |
| 14102 - Computer Systems Analyst II | (see 1) | |
| 14103 - Computer Systems Analyst III | (see 1) | |
| 14150 - Peripheral Equipment Operator | | 16.82 |
| 14160 - Personal Computer Support Technician | | 23.31 |
| 14170 - System Support Specialist | | 26.77 |
| 15000 - Instructional Occupations | | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | | 28.69 |
| 15020 - Aircrew Training Devices Instructor (Rated) | | 34.71 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | | 41.60 |
| 15050 - Computer Based Training Specialist / Instructor | | 28.69 |
| 15060 - Educational Technologist | | 28.43 |
| 15070 - Flight Instructor (Pilot) | | 41.60 |
| 15080 - Graphic Artist | | 23.39 |
| 15085 - Maintenance Test Pilot Fixed Jet/Prop | | 41.60 |
| 15086 - Maintenance Test Pilot Rotary Wing | | 41.60 |
| 15088 - Non-Maintenance Test/Co-Pilot | | 41.60 |
| 15090 - Technical Instructor | | 20.89 |
| 15095 - Technical Instructor/Course Developer | | 25.55 |
| 15110 - Test Proctor | | 16.86 |
| 15120 - Tutor | | 16.86 |
| 16000 - Laundry Dry-Cleaning Pressing And Related Occupations | | |
| 16010 - Assembler | | 10.86*** |
| 16030 - Counter Attendant | | 10.86*** |
| 16040 - Dry Cleaner | | 13.05*** |
| 16070 - Finisher Flatwork Machine | | 10.86*** |
| 16090 - Presser Hand | | 10.86*** |
| 16110 - Presser Machine Drycleaning | | 10.86*** |
| 16130 - Presser Machine Shirts | | 10.86*** |
| 16160 - Presser Machine Wearing Apparel Laundry | | 10.86*** |
| 16190 - Sewing Machine Operator | | 13.90*** |
| 16220 - Tailor | | 14.60*** |
| 16250 - Washer Machine | | 11.55*** |
| 19000 - Machine Tool Operation And Repair Occupations | | |
| 19010 - Machine-Tool Operator (Tool Room) | | 21.15 |
| 19040 - Tool And Die Maker | | 26.66 |
| 21000 - Materials Handling And Packing Occupations | | |
| 21020 - Forklift Operator | | 17.60 |
| 21030 - Material Coordinator | | 20.85 |
| 21040 - Material Expediter | | 20.85 |
| 21050 - Material Handling Laborer | | 13.66*** |
| 21071 - Order Filler | | 13.47*** |
| 21080 - Production Line Worker (Food Processing) | | 17.60 |
| 21110 - Shipping Packer | | 16.36 |
| 21130 - Shipping/Receiving Clerk | | 16.36 |
| 21140 - Store Worker I | | 11.16*** |
| 21150 - Stock Clerk | | 15.98 |
| 21210 - Tools And Parts Attendant | | 17.60 |
| 21410 - Warehouse Specialist | | 17.60 |
| 23000 - Mechanics And Maintenance And Repair Occupations | | |
| 23010 - Aerospace Structural Welder | | 30.83 |
| 23019 - Aircraft Logs and Records Technician | | 24.49 |
| 23021 - Aircraft Mechanic I | | 29.99 |
| 23022 - Aircraft Mechanic II | | 31.81 |
| 23023 - Aircraft Mechanic III | | 33.66 |
| 23040 - Aircraft Mechanic Helper | | 20.83 |
| 23050 - Aircraft Painter | | 29.57 |
| 23060 - Aircraft Servicer | | 24.49 |
| 23070 - Aircraft Survival Flight Equipment Technician | | 29.57 |
| 23080 - Aircraft Worker | | 26.35 |
| 23091 - Aircrew Life Support Equipment (ALSE) Mechanic | | 26.35 |

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| I | |
| 23092 - Aircrew Life Support Equipment (ALSE) Mechanic | 29.99 |
| II | |
| 23110 - Appliance Mechanic | 19.12 |
| 23120 - Bicycle Repairer | 15.77 |
| 23125 - Cable Splicer | 30.10 |
| 23130 - Carpenter Maintenance | 20.32 |
| 23140 - Carpet Layer | 20.82 |
| 23160 - Electrician Maintenance | 22.05 |
| 23181 - Electronics Technician Maintenance I | 23.12 |
| 23182 - Electronics Technician Maintenance II | 25.03 |
| 23183 - Electronics Technician Maintenance III | 26.67 |
| 23260 - Fabric Worker | 19.40 |
| 23290 - Fire Alarm System Mechanic | 20.22 |
| 23310 - Fire Extinguisher Repairer | 17.95 |
| 23311 - Fuel Distribution System Mechanic | 24.04 |
| 23312 - Fuel Distribution System Operator | 18.34 |
| 23370 - General Maintenance Worker | 17.03 |
| 23380 - Ground Support Equipment Mechanic | 29.99 |
| 23381 - Ground Support Equipment Servicer | 24.49 |
| 23382 - Ground Support Equipment Worker | 26.35 |
| 23391 - Gunsmith I | 17.95 |
| 23392 - Gunsmith II | 20.82 |
| 23393 - Gunsmith III | 23.78 |
| 23410 - Heating Ventilation And Air-Conditioning Mechanic | 21.58 |
| 23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) | 22.88 |
| 23430 - Heavy Equipment Mechanic | 22.93 |
| 23440 - Heavy Equipment Operator | 18.91 |
| 23460 - Instrument Mechanic | 23.78 |
| 23465 - Laboratory/Shelter Mechanic | 22.31 |
| 23470 - Laborer | 13.66*** |
| 23510 - Locksmith | 22.28 |
| 23530 - Machinery Maintenance Mechanic | 23.52 |
| 23550 - Machinist Maintenance | 21.36 |
| 23580 - Maintenance Trades Helper | 14.28*** |
| 23591 - Metrology Technician I | 23.78 |
| 23592 - Metrology Technician II | 25.21 |
| 23593 - Metrology Technician III | 26.68 |
| 23640 - Millwright | 23.63 |
| 23710 - Office Appliance Repairer | 18.81 |
| 23760 - Painter Maintenance | 16.79 |
| 23790 - Pipefitter Maintenance | 20.95 |
| 23810 - Plumber Maintenance | 19.66 |
| 23820 - Pneudraulic Systems Mechanic | 23.78 |
| 23850 - Rigger | 26.35 |
| 23870 - Scale Mechanic | 20.82 |
| 23890 - Sheet-Metal Worker Maintenance | 19.80 |
| 23910 - Small Engine Mechanic | 16.18 |
| 23931 - Telecommunications Mechanic I | 25.07 |
| 23932 - Telecommunications Mechanic II | 26.58 |
| 23950 - Telephone Lineman | 19.10 |
| 23960 - Welder Combination Maintenance | 20.02 |
| 23965 - Well Driller | 21.18 |
| 23970 - Woodcraft Worker | 23.78 |
| 23980 - Woodworker | 17.95 |
| 24000 - Personal Needs Occupations | |
| 24550 - Case Manager | 16.24 |
| 24570 - Child Care Attendant | 10.46*** |
| 24580 - Child Care Center Clerk | 13.13*** |
| 24610 - Chore Aide | 11.64*** |
| 24620 - Family Readiness And Support Services Coordinator | 16.24 |
| 24630 - Homemaker | 16.24 |

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| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 26.48 |
| 25040 - Sewage Plant Operator | 23.31 |
| 25070 - Stationary Engineer | 26.48 |
| 25190 - Ventilation Equipment Tender | 18.39 |
| 25210 - Water Treatment Plant Operator | 23.31 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 18.28 |
| 27007 - Baggage Inspector | 12.42*** |
| 27008 - Corrections Officer | 19.31 |
| 27010 - Court Security Officer | 20.04 |
| 27030 - Detection Dog Handler | 13.89*** |
| 27040 - Detention Officer | 19.31 |
| 27070 - Firefighter | 21.92 |
| 27101 - Guard I | 12.42*** |
| 27102 - Guard II | 13.89*** |
| 27131 - Police Officer I | 25.06 |
| 27132 - Police Officer II | 27.85 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 15.44 |
| 28042 - Carnival Equipment Repairer | 16.79 |
| 28043 - Carnival Worker | 11.28*** |
| 28210 - Gate Attendant/Gate Tender | 15.33 |
| 28310 - Lifeguard | 11.42*** |
| 28350 - Park Attendant (Aide) | 17.15 |
| 28510 - Recreation Aide/Health Facility Attendant | 12.51*** |
| 28515 - Recreation Specialist | 21.24 |
| 28630 - Sports Official | 13.65*** |
| 28690 - Swimming Pool Operator | 19.48 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 26.35 |
| 29020 - Hatch Tender | 26.29 |
| 29030 - Line Handler | 26.29 |
| 29041 - Stevedore I | 24.49 |
| 29042 - Stevedore II | 28.63 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist Center (HFO) (see 2) | 40.29 |
| 30011 - Air Traffic Control Specialist Station (HFO) (see 2) | 27.78 |
| 30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) | 30.59 |
| 30021 - Archeological Technician I | 17.62 |
| 30022 - Archeological Technician II | 19.70 |
| 30023 - Archeological Technician III | 24.41 |
| 30030 - Cartographic Technician | 24.41 |
| 30040 - Civil Engineering Technician | 22.64 |
| 30051 - Cryogenic Technician I | 27.03 |
| 30052 - Cryogenic Technician II | 29.86 |
| 30061 - Drafter/CAD Operator I | 17.62 |
| 30062 - Drafter/CAD Operator II | 19.70 |
| 30063 - Drafter/CAD Operator III | 21.96 |
| 30064 - Drafter/CAD Operator IV | 27.03 |
| 30081 - Engineering Technician I | 14.89*** |
| 30082 - Engineering Technician II | 16.72 |
| 30083 - Engineering Technician III | 18.71 |
| 30084 - Engineering Technician IV | 23.17 |
| 30085 - Engineering Technician V | 28.34 |
| 30086 - Engineering Technician VI | 34.29 |
| 30090 - Environmental Technician | 23.28 |
| 30095 - Evidence Control Specialist | 24.41 |
| 30210 - Laboratory Technician | 21.38 |
| 30221 - Latent Fingerprint Technician I | 24.05 |
| 30222 - Latent Fingerprint Technician II | 26.56 |
| 30240 - Mathematical Technician | 25.50 |
| 30361 - Paralegal/Legal Assistant I | 19.28 |
| 30362 - Paralegal/Legal Assistant II | 23.23 |
| 30363 - Paralegal/Legal Assistant III | 28.42 |

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| 30364 - Paralegal/Legal Assistant IV | 34.40 |
| 30375 - Petroleum Supply Specialist | 29.86 |
| 30390 - Photo-Optics Technician | 24.41 |
| 30395 - Radiation Control Technician | 29.86 |
| 30461 - Technical Writer I | 24.65 |
| 30462 - Technical Writer II | 30.16 |
| 30463 - Technical Writer III | 36.49 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 25.60 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 30.98 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 37.13 |
| 30494 - Unexploded (UXO) Safety Escort | 25.60 |
| 30495 - Unexploded (UXO) Sweep Personnel | 25.60 |
| 30501 - Weather Forecaster I | 27.03 |
| 30502 - Weather Forecaster II | 32.88 |
| 30620 - Weather Observer Combined Upper Air Or | (see 2) 21.96 |
| Surface Programs | |
| 30621 - Weather Observer Senior | (see 2) 24.41 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31010 - Airplane Pilot | 30.98 |
| 31020 - Bus Aide | 13.27*** |
| 31030 - Bus Driver | 18.76 |
| 31043 - Driver Courier | 15.81 |
| 31260 - Parking and Lot Attendant | 10.52*** |
| 31290 - Shuttle Bus Driver | 15.91 |
| 31310 - Taxi Driver | 12.94*** |
| 31361 - Truckdriver Light | 17.19 |
| 31362 - Truckdriver Medium | 18.59 |
| 31363 - Truckdriver Heavy | 21.59 |
| 31364 - Truckdriver Tractor-Trailer | 21.59 |
| 99000 - Miscellaneous Occupations | |
| 99020 - Cabin Safety Specialist | 15.10 |
| 99030 - Cashier | 11.33*** |
| 99050 - Desk Clerk | 12.27*** |
| 99095 - Embalmer | 30.26 |
| 99130 - Flight Follower | 25.60 |
| 99251 - Laboratory Animal Caretaker I | 11.52*** |
| 99252 - Laboratory Animal Caretaker II | 12.52*** |
| 99260 - Marketing Analyst | 26.10 |
| 99310 - Mortician | 30.26 |
| 99410 - Pest Controller | 17.82 |
| 99510 - Photofinishing Worker | 13.73*** |
| 99710 - Recycling Laborer | 19.81 |
| 99711 - Recycling Specialist | 25.45 |
| 99730 - Refuse Collector | 18.60 |
| 99810 - Sales Clerk | 12.28*** |
| 99820 - School Crossing Guard | 12.41*** |
| 99830 - Survey Party Chief | 29.09 |
| 99831 - Surveying Aide | 18.07 |
| 99832 - Surveying Technician | 24.75 |
| 99840 - Vending Machine Attendant | 14.98*** |
| 99841 - Vending Machine Repairer | 19.26 |
| 99842 - Vending Machine Repairer Helper | 14.98*** |

***Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 (\$15.00 per hour) or 13658 (\$11.25 per hour). Please see the Note at the top of the wage determination for more information. Please also note that the minimum wage requirements of Executive Order 14026 and 13658 are not currently being enforced as to contracts or contract-like instruments entered into with the federal government in connection with seasonal recreational services or seasonal recreational equipment rental for the general public on federal lands.

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.60 per hour up to 40 hours per week or \$184.00 per week or \$797.33 per month

HEALTH & WELFARE EO 13706: \$4.23 per hour up to 40 hours per week or \$169.20 per week or \$733.20 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 5 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Juneteenth National Independence Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than \$27.63 (or on a salary or fee basis at a rate not less than \$455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541.400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds \$27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees

who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

**** HAZARDOUS PAY DIFFERENTIAL ****

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary

affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However in those instances where the uniforms furnished are made of "wash and wear" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

**** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS ****

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

**** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) ****

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR 4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).
- 4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

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| "REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor | U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210 Wage Determination No.: 2015-4547 Revision No.: 18 Date Of Last Revision: 03/15/2022 |
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Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

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| If the contract is entered into on or after January 30 2022 or the contract is renewed or extended (e.g. an option is exercised) on or after January 30 2022: | With certain exceptions Executive Order 14026 applies to the contract. The contractor must pay all covered workers at least \$15.00 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in 2022. |
| If the contract was awarded on or between January 1 2015 and January 29 2022 and the contract is not renewed or extended on or after January 30 2022: | With certain exceptions Executive Order 13658 applies to the contract. The contractor must pay all covered workers at least \$11.25 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in 2022. |

The applicable Executive Order minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the Executive Orders is available at <https://www.dol.gov/agencies/whd/government-contracts>.

State: Florida

Area: Florida Counties of Manatee Sarasota

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|----------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 15.95 |
| 01012 - Accounting Clerk II | | 17.91 |
| 01013 - Accounting Clerk III | | 20.03 |
| 01020 - Administrative Assistant | | 23.98 |
| 01035 - Court Reporter | | 18.36 |
| 01041 - Customer Service Representative I | | 13.06*** |
| 01042 - Customer Service Representative II | | 14.25*** |
| 01043 - Customer Service Representative III | | 16.00 |
| 01051 - Data Entry Operator I | | 15.01 |
| 01052 - Data Entry Operator II | | 16.37 |
| 01060 - Dispatcher Motor Vehicle | | 18.26 |
| 01070 - Document Preparation Clerk | | 13.61*** |
| 01090 - Duplicating Machine Operator | | 13.61*** |
| 01111 - General Clerk I | | 12.84*** |
| 01112 - General Clerk II | | 14.00*** |
| 01113 - General Clerk III | | 15.72 |

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| 01120 - Housing Referral Assistant | 20.01 |
| 01141 - Messenger Courier | 14.05*** |
| 01191 - Order Clerk I | 14.93*** |
| 01192 - Order Clerk II | 16.29 |
| 01261 - Personnel Assistant (Employment) I | 16.01 |
| 01262 - Personnel Assistant (Employment) II | 18.22 |
| 01263 - Personnel Assistant (Employment) III | 19.97 |
| 01270 - Production Control Clerk | 21.38 |
| 01290 - Rental Clerk | 14.73*** |
| 01300 - Scheduler Maintenance | 16.05 |
| 01311 - Secretary I | 16.05 |
| 01312 - Secretary II | 17.96 |
| 01313 - Secretary III | 20.01 |
| 01320 - Service Order Dispatcher | 16.33 |
| 01410 - Supply Technician | 23.98 |
| 01420 - Survey Worker | 16.40 |
| 01460 - Switchboard Operator/Receptionist | 15.72 |
| 01531 - Travel Clerk I | 17.20 |
| 01532 - Travel Clerk II | 18.76 |
| 01533 - Travel Clerk III | 20.35 |
| 01611 - Word Processor I | 14.52*** |
| 01612 - Word Processor II | 16.30 |
| 01613 - Word Processor III | 18.24 |
| 05000 - Automotive Service Occupations | |
| 05005 - Automobile Body Repairer Fiberglass | 22.66 |
| 05010 - Automotive Electrician | 20.79 |
| 05040 - Automotive Glass Installer | 19.87 |
| 05070 - Automotive Worker | 19.87 |
| 05110 - Mobile Equipment Servicer | 18.02 |
| 05130 - Motor Equipment Metal Mechanic | 21.75 |
| 05160 - Motor Equipment Metal Worker | 19.87 |
| 05190 - Motor Vehicle Mechanic | 20.88 |
| 05220 - Motor Vehicle Mechanic Helper | 17.00 |
| 05250 - Motor Vehicle Upholstery Worker | 18.94 |
| 05280 - Motor Vehicle Wrecker | 19.87 |
| 05310 - Painter Automotive | 20.79 |
| 05340 - Radiator Repair Specialist | 19.87 |
| 05370 - Tire Repairer | 15.35 |
| 05400 - Transmission Repair Specialist | 21.53 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 13.50*** |
| 07041 - Cook I | 14.26*** |
| 07042 - Cook II | 16.59 |
| 07070 - Dishwasher | 11.94*** |
| 07130 - Food Service Worker | 13.28*** |
| 07210 - Meat Cutter | 15.99 |
| 07260 - Waiter/Waitress | 12.09*** |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 17.36 |
| 09040 - Furniture Handler | 12.13*** |
| 09080 - Furniture Refinisher | 16.49 |
| 09090 - Furniture Refinisher Helper | 12.38*** |
| 09110 - Furniture Repairer Minor | 14.44*** |
| 09130 - Upholsterer | 18.32 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner Vehicles | 11.76*** |
| 11060 - Elevator Operator | 11.76*** |
| 11090 - Gardener | 19.40 |
| 11122 - Housekeeping Aide | 12.30*** |
| 11150 - Janitor | 12.30*** |
| 11210 - Laborer Grounds Maintenance | 14.67*** |
| 11240 - Maid or Houseman | 12.37*** |
| 11260 - Pruner | 12.90*** |
| 11270 - Tractor Operator | 17.84 |
| 11330 - Trail Maintenance Worker | 14.67*** |

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| 11360 - Window Cleaner | 13.99*** |
| 12000 - Health Occupations | |
| 12010 Ambulance Driver | 18.40 |
| 12011 - Breath Alcohol Technician | 20.58 |
| 12012 - Certified Occupational Therapist Assistant | 34.70 |
| 12015 - Certified Physical Therapist Assistant | 31.34 |
| 12020 Dental Assistant | 22.34 |
| 12025 - Dental Hygienist | 37.12 |
| 12030 - EKG Technician | 28.45 |
| 12035 - Electroneurodiagnostic Technologist | 28.45 |
| 12040 Emergency Medical Technician | 18.40 |
| 12071 - Licensed Practical Nurse I | 18.41 |
| 12072 - Licensed Practical Nurse II | 20.58 |
| 12073 - Licensed Practical Nurse III | 22.94 |
| 12100 Medical Assistant | 18.02 |
| 12130 - Medical Laboratory Technician | 26.90 |
| 12160 - Medical Record Clerk | 15.98 |
| 12190 - Medical Record Technician | 17.87 |
| 12195 Medical Transcriptionist | 18.51 |
| 12210 - Nuclear Medicine Technologist | 37.33 |
| 12221 - Nursing Assistant I | 12.09*** |
| 12222 - Nursing Assistant II | 13.58*** |
| 12223 Nursing Assistant III | 14.82*** |
| 12224 - Nursing Assistant IV | 16.65 |
| 12235 - Optical Dispenser | 24.50 |
| 12236 - Optical Technician | 14.80*** |
| 12250 Pharmacy Technician | 16.65 |
| 12280 - Phlebotomist | 16.98 |
| 12305 - Radiologic Technologist | 28.55 |
| 12311 - Registered Nurse I | 23.88 |
| 12312 Registered Nurse II | 28.23 |
| 12313 - Registered Nurse II Specialist | 28.23 |
| 12314 - Registered Nurse III | 34.16 |
| 12315 - Registered Nurse III Anesthetist | 34.16 |
| 12316 Registered Nurse IV | 40.94 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 25.50 |
| 12320 - Substance Abuse Treatment Counselor | 24.35 |
| 13000 - Information And Arts Occupations | |
| 13011 Exhibits Specialist I | 21.45 |
| 13012 - Exhibits Specialist II | 26.22 |
| 13013 - Exhibits Specialist III | 30.49 |
| 13041 - Illustrator I | 20.77 |
| 13042 Illustrator II | 25.73 |
| 13043 - Illustrator III | 31.47 |
| 13047 - Librarian | 27.59 |
| 13050 - Library Aide/Clerk | 15.49 |
| 13054 Library Information Technology Systems Administrator | 24.65 |
| 13058 - Library Technician | 19.24 |
| 13061 - Media Specialist I | 17.98 |
| 13062 Media Specialist II | 20.11 |
| 13063 - Media Specialist III | 22.43 |
| 13071 - Photographer I | 18.09 |
| 13072 - Photographer II | 20.23 |
| 13073 Photographer III | 25.08 |
| 13074 - Photographer IV | 29.18 |
| 13075 - Photographer V | 35.30 |
| 13090 - Technical Order Library Clerk | 20.03 |
| 13110 Video Teleconference Technician | 19.42 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 20.28 |
| 14042 - Computer Operator II | 22.70 |
| 14043 Computer Operator III | 25.31 |
| 14044 - Computer Operator IV | 28.12 |
| 14045 - Computer Operator V | 31.14 |

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| 14071 - Computer Programmer I | (see 1) | 22.92 |
| 14072 - Computer Programmer II | (see 1) | 27.56 |
| 14073 - Computer Programmer III | (see 1) | |
| 14074 - Computer Programmer IV | (see 1) | |
| 14101 - Computer Systems Analyst I | (see 1) | |
| 14102 - Computer Systems Analyst II | (see 1) | |
| 14103 - Computer Systems Analyst III | (see 1) | |
| 14150 - Peripheral Equipment Operator | | 20.28 |
| 14160 - Personal Computer Support Technician | | 28.12 |
| 14170 - System Support Specialist | | 31.24 |
| 15000 - Instructional Occupations | | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | | 28.58 |
| 15020 - Aircrew Training Devices Instructor (Rated) | | 34.55 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | | 40.91 |
| 15050 - Computer Based Training Specialist / Instructor | | 29.03 |
| 15060 - Educational Technologist | | 26.29 |
| 15070 - Flight Instructor (Pilot) | | 40.91 |
| 15080 - Graphic Artist | | 24.23 |
| 15085 - Maintenance Test Pilot Fixed Jet/Prop | | 40.91 |
| 15086 - Maintenance Test Pilot Rotary Wing | | 40.91 |
| 15088 - Non-Maintenance Test/Co-Pilot | | 40.91 |
| 15090 - Technical Instructor | | 23.13 |
| 15095 - Technical Instructor/Course Developer | | 28.29 |
| 15110 - Test Proctor | | 18.68 |
| 15120 - Tutor | | 18.68 |
| 16000 - Laundry Dry-Cleaning Pressing And Related Occupations | | |
| 16010 - Assembler | | 10.76*** |
| 16030 - Counter Attendant | | 10.76*** |
| 16040 - Dry Cleaner | | 13.71*** |
| 16070 - Finisher Flatwork Machine | | 10.76*** |
| 16090 - Presser Hand | | 10.76*** |
| 16110 - Presser Machine Drycleaning | | 10.76*** |
| 16130 - Presser Machine Shirts | | 10.76*** |
| 16160 - Presser Machine Wearing Apparel Laundry | | 10.76*** |
| 16190 - Sewing Machine Operator | | 14.59*** |
| 16220 - Tailor | | 15.55 |
| 16250 - Washer Machine | | 11.82*** |
| 19000 - Machine Tool Operation And Repair Occupations | | |
| 19010 - Machine-Tool Operator (Tool Room) | | 20.31 |
| 19040 - Tool And Die Maker | | 24.74 |
| 21000 - Materials Handling And Packing Occupations | | |
| 21020 - Forklift Operator | | 16.62 |
| 21030 - Material Coordinator | | 21.38 |
| 21040 - Material Expediter | | 21.38 |
| 21050 - Material Handling Laborer | | 14.61*** |
| 21071 - Order Filler | | 13.50*** |
| 21080 - Production Line Worker (Food Processing) | | 16.62 |
| 21110 - Shipping Packer | | 15.06 |
| 21130 - Shipping/Receiving Clerk | | 15.06 |
| 21140 - Store Worker I | | 11.33*** |
| 21150 - Stock Clerk | | 16.18 |
| 21210 - Tools And Parts Attendant | | 16.62 |
| 21410 - Warehouse Specialist | | 16.62 |
| 23000 - Mechanics And Maintenance And Repair Occupations | | |
| 23010 - Aerospace Structural Welder | | 28.92 |
| 23019 - Aircraft Logs and Records Technician | | 23.98 |
| 23021 - Aircraft Mechanic I | | 27.54 |
| 23022 - Aircraft Mechanic II | | 28.92 |
| 23023 - Aircraft Mechanic III | | 30.36 |
| 23040 - Aircraft Mechanic Helper | | 21.44 |
| 23050 - Aircraft Painter | | 23.47 |
| 23060 - Aircraft Servicer | | 23.98 |
| 23070 - Aircraft Survival Flight Equipment Technician | | 23.47 |
| 23080 - Aircraft Worker | | 25.16 |
| 23091 - Aircrew Life Support Equipment (ALSE) Mechanic | | 25.16 |

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| I | |
| 23092 - Aircrew Life Support Equipment (ALSE) Mechanic | 27.54 |
| II | |
| 23110 - Appliance Mechanic | 19.44 |
| 23120 - Bicycle Repairer | 15.64 |
| 23125 - Cable Splicer | 22.88 |
| 23130 - Carpenter Maintenance | 19.30 |
| 23140 - Carpet Layer | 18.19 |
| 23160 - Electrician Maintenance | 22.49 |
| 23181 - Electronics Technician Maintenance I | 22.16 |
| 23182 - Electronics Technician Maintenance II | 23.56 |
| 23183 - Electronics Technician Maintenance III | 25.10 |
| 23260 - Fabric Worker | 16.94 |
| 23290 - Fire Alarm System Mechanic | 23.44 |
| 23310 - Fire Extinguisher Repairer | 15.64 |
| 23311 - Fuel Distribution System Mechanic | 20.50 |
| 23312 - Fuel Distribution System Operator | 15.87 |
| 23370 - General Maintenance Worker | 18.98 |
| 23380 - Ground Support Equipment Mechanic | 27.54 |
| 23381 - Ground Support Equipment Servicer | 23.98 |
| 23382 - Ground Support Equipment Worker | 25.16 |
| 23391 - Gunsmith I | 15.64 |
| 23392 - Gunsmith II | 18.19 |
| 23393 - Gunsmith III | 20.58 |
| 23410 - Heating Ventilation And Air-Conditioning Mechanic | 21.10 |
| 23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) | 22.22 |
| 23430 - Heavy Equipment Mechanic | 24.00 |
| 23440 - Heavy Equipment Operator | 19.44 |
| 23460 - Instrument Mechanic | 20.58 |
| 23465 - Laboratory/Shelter Mechanic | 19.34 |
| 23470 - Laborer | 14.61*** |
| 23510 - Locksmith | 19.34 |
| 23530 - Machinery Maintenance Mechanic | 22.64 |
| 23550 - Machinist Maintenance | 20.41 |
| 23580 - Maintenance Trades Helper | 15.98 |
| 23591 - Metrology Technician I | 20.58 |
| 23592 - Metrology Technician II | 21.68 |
| 23593 - Metrology Technician III | 22.60 |
| 23640 - Millwright | 20.58 |
| 23710 - Office Appliance Repairer | 21.91 |
| 23760 - Painter Maintenance | 18.08 |
| 23790 - Pipefitter Maintenance | 21.62 |
| 23810 - Plumber Maintenance | 20.32 |
| 23820 - Pneudraulic Systems Mechanic | 20.58 |
| 23850 - Rigger | 19.53 |
| 23870 - Scale Mechanic | 18.19 |
| 23890 - Sheet-Metal Worker Maintenance | 18.41 |
| 23910 - Small Engine Mechanic | 18.21 |
| 23931 - Telecommunications Mechanic I | 25.58 |
| 23932 - Telecommunications Mechanic II | 26.94 |
| 23950 - Telephone Lineman | 23.50 |
| 23960 - Welder Combination Maintenance | 20.64 |
| 23965 - Well Driller | 20.58 |
| 23970 - Woodcraft Worker | 20.58 |
| 23980 - Woodworker | 15.64 |
| 24000 - Personal Needs Occupations | |
| 24550 - Case Manager | 17.69 |
| 24570 - Child Care Attendant | 12.85*** |
| 24580 - Child Care Center Clerk | 16.03 |
| 24610 - Chore Aide | 12.77*** |
| 24620 - Family Readiness And Support Services Coordinator | 17.69 |
| 24630 - Homemaker | 17.69 |

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| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 20.86 |
| 25040 - Sewage Plant Operator | 22.57 |
| 25070 - Stationary Engineer | 20.86 |
| 25190 - Ventilation Equipment Tender | 14.64*** |
| 25210 - Water Treatment Plant Operator | 22.57 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 19.22 |
| 27007 - Baggage Inspector | 13.42*** |
| 27008 - Corrections Officer | 25.97 |
| 27010 - Court Security Officer | 26.49 |
| 27030 - Detection Dog Handler | 16.69 |
| 27040 - Detention Officer | 25.97 |
| 27070 - Firefighter | 27.15 |
| 27101 - Guard I | 13.42*** |
| 27102 - Guard II | 16.69 |
| 27131 - Police Officer I | 26.68 |
| 27132 - Police Officer II | 29.64 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 13.68*** |
| 28042 - Carnival Equipment Repairer | 14.85*** |
| 28043 - Carnival Worker | 9.96*** |
| 28210 - Gate Attendant/Gate Tender | 18.04 |
| 28310 - Lifeguard | 13.37*** |
| 28350 - Park Attendant (Aide) | 20.19 |
| 28510 - Recreation Aide/Health Facility Attendant | 13.33*** |
| 28515 - Recreation Specialist | 24.92 |
| 28630 - Sports Official | 16.07 |
| 28690 - Swimming Pool Operator | 17.30 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 24.49 |
| 29020 - Hatch Tender | 24.49 |
| 29030 - Line Handler | 24.49 |
| 29041 - Stevedore I | 21.98 |
| 29042 - Stevedore II | 26.10 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist Center (HFO) (see 2) | 40.29 |
| 30011 - Air Traffic Control Specialist Station (HFO) (see 2) | 27.78 |
| 30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) | 30.59 |
| 30021 - Archeological Technician I | 17.09 |
| 30022 - Archeological Technician II | 19.12 |
| 30023 - Archeological Technician III | 23.68 |
| 30030 - Cartographic Technician | 24.49 |
| 30040 - Civil Engineering Technician | 26.40 |
| 30051 - Cryogenic Technician I | 26.23 |
| 30052 - Cryogenic Technician II | 28.97 |
| 30061 - Drafter/CAD Operator I | 17.09 |
| 30062 - Drafter/CAD Operator II | 19.12 |
| 30063 - Drafter/CAD Operator III | 21.32 |
| 30064 - Drafter/CAD Operator IV | 26.23 |
| 30081 - Engineering Technician I | 16.69 |
| 30082 - Engineering Technician II | 18.74 |
| 30083 - Engineering Technician III | 21.23 |
| 30084 - Engineering Technician IV | 24.45 |
| 30085 - Engineering Technician V | 28.97 |
| 30086 - Engineering Technician VI | 33.11 |
| 30090 - Environmental Technician | 21.98 |
| 30095 - Evidence Control Specialist | 23.68 |
| 30210 - Laboratory Technician | 21.32 |
| 30221 - Latent Fingerprint Technician I | 26.23 |
| 30222 - Latent Fingerprint Technician II | 28.97 |
| 30240 - Mathematical Technician | 23.68 |
| 30361 - Paralegal/Legal Assistant I | 19.81 |
| 30362 - Paralegal/Legal Assistant II | 24.54 |
| 30363 - Paralegal/Legal Assistant III | 30.02 |

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| 30364 - Paralegal/Legal Assistant IV | 36.32 |
| 30375 - Petroleum Supply Specialist | 28.97 |
| 30390 - Photo-Optics Technician | 23.68 |
| 30395 - Radiation Control Technician | 28.97 |
| 30461 - Technical Writer I | 25.31 |
| 30462 - Technical Writer II | 30.96 |
| 30463 - Technical Writer III | 37.47 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 25.60 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 30.98 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 37.13 |
| 30494 - Unexploded (UXO) Safety Escort | 25.60 |
| 30495 - Unexploded (UXO) Sweep Personnel | 25.60 |
| 30501 - Weather Forecaster I | 26.23 |
| 30502 - Weather Forecaster II | 31.91 |
| 30620 - Weather Observer Combined Upper Air Or | (see 2) 21.32 |
| Surface Programs | |
| 30621 - Weather Observer Senior | (see 2) 23.68 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31010 - Airplane Pilot | 30.98 |
| 31020 - Bus Aide | 11.39*** |
| 31030 - Bus Driver | 16.29 |
| 31043 - Driver Courier | 14.68*** |
| 31260 - Parking and Lot Attendant | 11.83*** |
| 31290 - Shuttle Bus Driver | 15.55 |
| 31310 - Taxi Driver | 15.02 |
| 31361 - Truckdriver Light | 15.97 |
| 31362 - Truckdriver Medium | 17.28 |
| 31363 - Truckdriver Heavy | 20.70 |
| 31364 - Truckdriver Tractor-Trailer | 20.70 |
| 99000 - Miscellaneous Occupations | |
| 99020 - Cabin Safety Specialist | 15.10 |
| 99030 - Cashier | 11.35*** |
| 99050 - Desk Clerk | 12.75*** |
| 99095 - Embalmer | 30.13 |
| 99130 - Flight Follower | 25.60 |
| 99251 - Laboratory Animal Caretaker I | 13.81*** |
| 99252 - Laboratory Animal Caretaker II | 15.02 |
| 99260 - Marketing Analyst | 27.78 |
| 99310 - Mortician | 30.13 |
| 99410 - Pest Controller | 18.41 |
| 99510 - Photofinishing Worker | 14.01*** |
| 99710 - Recycling Laborer | 20.46 |
| 99711 - Recycling Specialist | 24.87 |
| 99730 - Refuse Collector | 17.99 |
| 99810 - Sales Clerk | 12.49*** |
| 99820 - School Crossing Guard | 12.24*** |
| 99830 - Survey Party Chief | 19.14 |
| 99831 - Surveying Aide | 11.78*** |
| 99832 - Surveying Technician | 17.98 |
| 99840 - Vending Machine Attendant | 17.75 |
| 99841 - Vending Machine Repairer | 22.46 |
| 99842 - Vending Machine Repairer Helper | 17.75 |

***Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 (\$15.00 per hour) or 13658 (\$11.25 per hour). Please see the Note at the top of the wage determination for more information. Please also note that the minimum wage requirements of Executive Order 14026 and 13658 are not currently being enforced as to contracts or contract-like instruments entered into with the federal government in connection with seasonal recreational services or seasonal recreational equipment rental for the general public on federal lands.

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.60 per hour up to 40 hours per week or \$184.00 per week or \$797.33 per month

HEALTH & WELFARE EO 13706: \$4.23 per hour up to 40 hours per week or \$169.20 per week or \$733.20 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; and 3 weeks after 5 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Juneteenth National Independence Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than \$27.63 (or on a salary or fee basis at a rate not less than \$455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541.400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds \$27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees

who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

**** HAZARDOUS PAY DIFFERENTIAL ****

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder.

All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary

affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However in those instances where the uniforms furnished are made of "wash and wear" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

**** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS ****

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

**** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) ****

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR 4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).
- 4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

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| "REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor | U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210 Wage Determination No.: 2015-4563 Revision No.: 18 Date Of Last Revision: 03/15/2022 |
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Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

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| If the contract is entered into on or after January 30 2022 or the contract is renewed or extended (e.g. an option is exercised) on or after January 30 2022: | With certain exceptions Executive Order 14026 applies to the contract. The contractor must pay all covered workers at least \$15.00 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in 2022. |
| If the contract was awarded on or between January 1 2015 and January 29 2022 and the contract is not renewed or extended on or after January 30 2022: | With certain exceptions Executive Order 13658 applies to the contract. The contractor must pay all covered workers at least \$11.25 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in 2022. |

The applicable Executive Order minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the Executive Orders is available at <https://www.dol.gov/agencies/whd/government-contracts>.

State: Florida

Area: Florida Counties of Martin St Lucie

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|----------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 15.62 |
| 01012 - Accounting Clerk II | | 17.54 |
| 01013 - Accounting Clerk III | | 19.62 |
| 01020 - Administrative Assistant | | 24.86 |
| 01035 - Court Reporter | | 18.82 |
| 01041 - Customer Service Representative I | | 12.97*** |
| 01042 - Customer Service Representative II | | 14.58*** |
| 01043 - Customer Service Representative III | | 15.91 |
| 01051 - Data Entry Operator I | | 15.15 |
| 01052 - Data Entry Operator II | | 16.53 |
| 01060 - Dispatcher Motor Vehicle | | 20.09 |
| 01070 - Document Preparation Clerk | | 14.24*** |
| 01090 - Duplicating Machine Operator | | 14.24*** |
| 01111 - General Clerk I | | 13.89*** |
| 01112 - General Clerk II | | 15.17 |
| 01113 - General Clerk III | | 17.03 |

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| 01120 - Housing Referral Assistant | 20.88 |
| 01141 - Messenger Courier | 14.35*** |
| 01191 - Order Clerk I | 14.74*** |
| 01192 - Order Clerk II | 16.09 |
| 01261 - Personnel Assistant (Employment) I | 18.17 |
| 01262 - Personnel Assistant (Employment) II | 20.32 |
| 01263 - Personnel Assistant (Employment) III | 22.65 |
| 01270 - Production Control Clerk | 20.51 |
| 01290 - Rental Clerk | 14.93*** |
| 01300 - Scheduler Maintenance | 16.74 |
| 01311 - Secretary I | 16.74 |
| 01312 - Secretary II | 18.73 |
| 01313 - Secretary III | 20.88 |
| 01320 - Service Order Dispatcher | 17.95 |
| 01410 - Supply Technician | 24.86 |
| 01420 - Survey Worker | 23.73 |
| 01460 - Switchboard Operator/Receptionist | 14.30*** |
| 01531 - Travel Clerk I | 13.85*** |
| 01532 - Travel Clerk II | 15.01 |
| 01533 - Travel Clerk III | 16.12 |
| 01611 - Word Processor I | 15.15 |
| 01612 - Word Processor II | 17.01 |
| 01613 - Word Processor III | 18.80 |
| 05000 - Automotive Service Occupations | |
| 05005 - Automobile Body Repairer Fiberglass | 18.09 |
| 05010 - Automotive Electrician | 21.10 |
| 05040 - Automotive Glass Installer | 19.70 |
| 05070 - Automotive Worker | 19.70 |
| 05110 - Mobile Equipment Servicer | 16.66 |
| 05130 - Motor Equipment Metal Mechanic | 22.50 |
| 05160 - Motor Equipment Metal Worker | 19.70 |
| 05190 - Motor Vehicle Mechanic | 22.50 |
| 05220 - Motor Vehicle Mechanic Helper | 15.12 |
| 05250 - Motor Vehicle Upholstery Worker | 18.22 |
| 05280 - Motor Vehicle Wrecker | 19.70 |
| 05310 - Painter Automotive | 21.10 |
| 05340 - Radiator Repair Specialist | 19.70 |
| 05370 - Tire Repairer | 13.45*** |
| 05400 - Transmission Repair Specialist | 22.50 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 13.86*** |
| 07041 - Cook I | 13.61*** |
| 07042 - Cook II | 16.09 |
| 07070 - Dishwasher | 11.44*** |
| 07130 - Food Service Worker | 11.50*** |
| 07210 - Meat Cutter | 19.06 |
| 07260 - Waiter/Waitress | 9.85*** |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 19.08 |
| 09040 - Furniture Handler | 10.82*** |
| 09080 - Furniture Refinisher | 19.05 |
| 09090 - Furniture Refinisher Helper | 13.65*** |
| 09110 - Furniture Repairer Minor | 16.45 |
| 09130 - Upholsterer | 19.01 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner Vehicles | 12.71*** |
| 11060 - Elevator Operator | 13.64*** |
| 11090 - Gardener | 19.41 |
| 11122 - Housekeeping Aide | 13.64*** |
| 11150 - Janitor | 13.64*** |
| 11210 - Laborer Grounds Maintenance | 13.97*** |
| 11240 - Maid or Houseman | 11.73*** |
| 11260 - Pruner | 12.17*** |
| 11270 - Tractor Operator | 17.62 |
| 11330 - Trail Maintenance Worker | 13.97*** |

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| 11360 - Window Cleaner | 15.65 |
| 12000 - Health Occupations | |
| 12010 Ambulance Driver | 20.42 |
| 12011 - Breath Alcohol Technician | 21.35 |
| 12012 - Certified Occupational Therapist Assistant | 32.71 |
| 12015 - Certified Physical Therapist Assistant | 30.88 |
| 12020 Dental Assistant | 21.30 |
| 12025 - Dental Hygienist | 34.35 |
| 12030 - EKG Technician | 31.73 |
| 12035 - Electroneurodiagnostic Technologist | 31.73 |
| 12040 Emergency Medical Technician | 20.42 |
| 12071 - Licensed Practical Nurse I | 19.10 |
| 12072 - Licensed Practical Nurse II | 21.35 |
| 12073 - Licensed Practical Nurse III | 23.80 |
| 12100 Medical Assistant | 15.98 |
| 12130 - Medical Laboratory Technician | 23.20 |
| 12160 - Medical Record Clerk | 16.79 |
| 12190 - Medical Record Technician | 18.78 |
| 12195 Medical Transcriptionist | 19.83 |
| 12210 - Nuclear Medicine Technologist | 41.17 |
| 12221 - Nursing Assistant I | 13.07*** |
| 12222 - Nursing Assistant II | 14.69*** |
| 12223 Nursing Assistant III | 16.04 |
| 12224 - Nursing Assistant IV | 18.00 |
| 12235 - Optical Dispenser | 26.07 |
| 12236 - Optical Technician | 19.10 |
| 12250 Pharmacy Technician | 16.39 |
| 12280 - Phlebotomist | 17.80 |
| 12305 - Radiologic Technologist | 25.46 |
| 12311 - Registered Nurse I | 26.32 |
| 12312 Registered Nurse II | 31.85 |
| 12313 - Registered Nurse II Specialist | 31.85 |
| 12314 - Registered Nurse III | 38.54 |
| 12315 - Registered Nurse III Anesthetist | 38.54 |
| 12316 Registered Nurse IV | 46.19 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 26.45 |
| 12320 - Substance Abuse Treatment Counselor | 25.93 |
| 13000 - Information And Arts Occupations | |
| 13011 Exhibits Specialist I | 21.97 |
| 13012 - Exhibits Specialist II | 27.23 |
| 13013 - Exhibits Specialist III | 33.31 |
| 13041 - Illustrator I | 21.97 |
| 13042 Illustrator II | 27.23 |
| 13043 - Illustrator III | 33.31 |
| 13047 - Librarian | 30.39 |
| 13050 - Library Aide/Clerk | 14.97*** |
| 13054 Library Information Technology Systems Administrator | 26.99 |
| 13058 - Library Technician | 20.00 |
| 13061 - Media Specialist I | 19.65 |
| 13062 Media Specialist II | 21.97 |
| 13063 - Media Specialist III | 24.50 |
| 13071 - Photographer I | 17.47 |
| 13072 - Photographer II | 19.54 |
| 13073 Photographer III | 24.21 |
| 13074 - Photographer IV | 29.62 |
| 13075 - Photographer V | 35.83 |
| 13090 - Technical Order Library Clerk | 18.90 |
| 13110 Video Teleconference Technician | 19.65 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 18.69 |
| 14042 - Computer Operator II | 20.90 |
| 14043 Computer Operator III | 23.30 |
| 14044 - Computer Operator IV | 25.89 |
| 14045 - Computer Operator V | 28.67 |

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| 14071 - Computer Programmer I | (see 1) | 22.63 |
| 14072 - Computer Programmer II | (see 1) | |
| 14073 - Computer Programmer III | (see 1) | |
| 14074 - Computer Programmer IV | (see 1) | |
| 14101 - Computer Systems Analyst I | (see 1) | |
| 14102 - Computer Systems Analyst II | (see 1) | |
| 14103 - Computer Systems Analyst III | (see 1) | |
| 14150 - Peripheral Equipment Operator | | 18.69 |
| 14160 - Personal Computer Support Technician | | 25.89 |
| 14170 - System Support Specialist | | 30.66 |
| 15000 - Instructional Occupations | | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | | 32.29 |
| 15020 - Aircrew Training Devices Instructor (Rated) | | 39.07 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | | 46.83 |
| 15050 - Computer Based Training Specialist / Instructor | | 32.29 |
| 15060 - Educational Technologist | | 31.45 |
| 15070 - Flight Instructor (Pilot) | | 46.83 |
| 15080 - Graphic Artist | | 23.71 |
| 15085 - Maintenance Test Pilot Fixed Jet/Prop | | 46.83 |
| 15086 - Maintenance Test Pilot Rotary Wing | | 46.83 |
| 15088 - Non-Maintenance Test/Co-Pilot | | 46.83 |
| 15090 - Technical Instructor | | 23.80 |
| 15095 - Technical Instructor/Course Developer | | 29.12 |
| 15110 - Test Proctor | | 19.21 |
| 15120 - Tutor | | 19.21 |
| 16000 - Laundry Dry-Cleaning Pressing And Related Occupations | | |
| 16010 - Assembler | | 10.61*** |
| 16030 - Counter Attendant | | 10.61*** |
| 16040 - Dry Cleaner | | 13.19*** |
| 16070 - Finisher Flatwork Machine | | 10.61*** |
| 16090 - Presser Hand | | 10.61*** |
| 16110 - Presser Machine Drycleaning | | 10.61*** |
| 16130 - Presser Machine Shirts | | 10.61*** |
| 16160 - Presser Machine Wearing Apparel Laundry | | 10.61*** |
| 16190 - Sewing Machine Operator | | 14.02*** |
| 16220 - Tailor | | 14.87*** |
| 16250 - Washer Machine | | 11.48*** |
| 19000 - Machine Tool Operation And Repair Occupations | | |
| 19010 - Machine-Tool Operator (Tool Room) | | 20.17 |
| 19040 - Tool And Die Maker | | 25.66 |
| 21000 - Materials Handling And Packing Occupations | | |
| 21020 - Forklift Operator | | 16.59 |
| 21030 - Material Coordinator | | 20.51 |
| 21040 - Material Expediter | | 20.51 |
| 21050 - Material Handling Laborer | | 13.66*** |
| 21071 - Order Filler | | 13.84*** |
| 21080 - Production Line Worker (Food Processing) | | 16.59 |
| 21110 - Shipping Packer | | 18.71 |
| 21130 - Shipping/Receiving Clerk | | 18.71 |
| 21140 - Store Worker I | | 10.87*** |
| 21150 - Stock Clerk | | 16.61 |
| 21210 - Tools And Parts Attendant | | 16.59 |
| 21410 - Warehouse Specialist | | 16.59 |
| 23000 - Mechanics And Maintenance And Repair Occupations | | |
| 23010 - Aerospace Structural Welder | | 24.81 |
| 23019 - Aircraft Logs and Records Technician | | 18.80 |
| 23021 - Aircraft Mechanic I | | 23.31 |
| 23022 - Aircraft Mechanic II | | 24.81 |
| 23023 - Aircraft Mechanic III | | 26.28 |
| 23040 - Aircraft Mechanic Helper | | 15.59 |
| 23050 - Aircraft Painter | | 20.17 |
| 23060 - Aircraft Servicer | | 18.80 |
| 23070 - Aircraft Survival Flight Equipment Technician | | 20.17 |
| 23080 - Aircraft Worker | | 20.33 |
| 23091 - Aircrew Life Support Equipment (ALSE) Mechanic | | 20.33 |

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| I | |
| 23092 - Aircrew Life Support Equipment (ALSE) Mechanic | 23.31 |
| II | |
| 23110 - Appliance Mechanic | 20.38 |
| 23120 - Bicycle Repairer | 15.93 |
| 23125 - Cable Splicer | 25.85 |
| 23130 - Carpenter Maintenance | 19.32 |
| 23140 - Carpet Layer | 18.83 |
| 23160 - Electrician Maintenance | 22.40 |
| 23181 - Electronics Technician Maintenance I | 23.76 |
| 23182 - Electronics Technician Maintenance II | 26.58 |
| 23183 - Electronics Technician Maintenance III | 29.81 |
| 23260 - Fabric Worker | 17.63 |
| 23290 - Fire Alarm System Mechanic | 20.44 |
| 23310 - Fire Extinguisher Repairer | 15.93 |
| 23311 - Fuel Distribution System Mechanic | 22.37 |
| 23312 - Fuel Distribution System Operator | 16.57 |
| 23370 - General Maintenance Worker | 16.52 |
| 23380 - Ground Support Equipment Mechanic | 23.31 |
| 23381 - Ground Support Equipment Servicer | 18.80 |
| 23382 - Ground Support Equipment Worker | 20.33 |
| 23391 - Gunsmith I | 15.93 |
| 23392 - Gunsmith II | 18.83 |
| 23393 - Gunsmith III | 21.51 |
| 23410 - Heating Ventilation And Air-Conditioning Mechanic | 20.08 |
| 23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) | 21.37 |
| 23430 - Heavy Equipment Mechanic | 22.67 |
| 23440 - Heavy Equipment Operator | 19.46 |
| 23460 - Instrument Mechanic | 21.51 |
| 23465 - Laboratory/Shelter Mechanic | 20.17 |
| 23470 - Laborer | 13.66*** |
| 23510 - Locksmith | 20.17 |
| 23530 - Machinery Maintenance Mechanic | 26.03 |
| 23550 - Machinist Maintenance | 22.12 |
| 23580 - Maintenance Trades Helper | 15.55 |
| 23591 - Metrology Technician I | 21.51 |
| 23592 - Metrology Technician II | 22.89 |
| 23593 - Metrology Technician III | 24.25 |
| 23640 - Millwright | 21.51 |
| 23710 - Office Appliance Repairer | 20.17 |
| 23760 - Painter Maintenance | 19.26 |
| 23790 - Pipefitter Maintenance | 25.56 |
| 23810 - Plumber Maintenance | 23.97 |
| 23820 - Pneudraulic Systems Mechanic | 21.51 |
| 23850 - Rigger | 21.91 |
| 23870 - Scale Mechanic | 18.83 |
| 23890 - Sheet-Metal Worker Maintenance | 20.08 |
| 23910 - Small Engine Mechanic | 19.49 |
| 23931 - Telecommunications Mechanic I | 31.10 |
| 23932 - Telecommunications Mechanic II | 33.89 |
| 23950 - Telephone Lineman | 20.79 |
| 23960 - Welder Combination Maintenance | 21.12 |
| 23965 - Well Driller | 21.51 |
| 23970 - Woodcraft Worker | 21.51 |
| 23980 - Woodworker | 15.93 |
| 24000 - Personal Needs Occupations | |
| 24550 - Case Manager | 17.49 |
| 24570 - Child Care Attendant | 10.93*** |
| 24580 - Child Care Center Clerk | 15.33 |
| 24610 - Chore Aide | 11.92*** |
| 24620 - Family Readiness And Support Services Coordinator | 17.49 |
| 24630 - Homemaker | 17.68 |

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|---|----------|
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 21.51 |
| 25040 - Sewage Plant Operator | 24.55 |
| 25070 - Stationary Engineer | 21.51 |
| 25190 - Ventilation Equipment Tender | 14.46*** |
| 25210 - Water Treatment Plant Operator | 24.55 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 20.91 |
| 27007 - Baggage Inspector | 15.52 |
| 27008 - Corrections Officer | 27.67 |
| 27010 - Court Security Officer | 31.35 |
| 27030 - Detection Dog Handler | 18.11 |
| 27040 - Detention Officer | 27.67 |
| 27070 - Firefighter | 28.70 |
| 27101 - Guard I | 15.52 |
| 27102 - Guard II | 18.11 |
| 27131 - Police Officer I | 30.90 |
| 27132 - Police Officer II | 34.34 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 15.25 |
| 28042 - Carnival Equipment Repairer | 16.80 |
| 28043 - Carnival Worker | 10.54*** |
| 28210 - Gate Attendant/Gate Tender | 15.10 |
| 28310 - Lifeguard | 15.50 |
| 28350 - Park Attendant (Aide) | 16.89 |
| 28510 - Recreation Aide/Health Facility Attendant | 12.32*** |
| 28515 - Recreation Specialist | 20.92 |
| 28630 - Sports Official | 13.45*** |
| 28690 - Swimming Pool Operator | 19.89 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 21.65 |
| 29020 - Hatch Tender | 21.65 |
| 29030 - Line Handler | 21.65 |
| 29041 - Stevedore I | 20.86 |
| 29042 - Stevedore II | 24.35 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist Center (HFO) (see 2) | 42.91 |
| 30011 - Air Traffic Control Specialist Station (HFO) (see 2) | 29.59 |
| 30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) | 32.58 |
| 30021 - Archeological Technician I | 19.14 |
| 30022 - Archeological Technician II | 21.41 |
| 30023 - Archeological Technician III | 26.52 |
| 30030 - Cartographic Technician | 26.52 |
| 30040 - Civil Engineering Technician | 26.52 |
| 30051 - Cryogenic Technician I | 29.37 |
| 30052 - Cryogenic Technician II | 32.44 |
| 30061 - Drafter/CAD Operator I | 19.14 |
| 30062 - Drafter/CAD Operator II | 21.41 |
| 30063 - Drafter/CAD Operator III | 23.86 |
| 30064 - Drafter/CAD Operator IV | 29.37 |
| 30081 - Engineering Technician I | 18.79 |
| 30082 - Engineering Technician II | 21.92 |
| 30083 - Engineering Technician III | 24.53 |
| 30084 - Engineering Technician IV | 29.22 |
| 30085 - Engineering Technician V | 35.73 |
| 30086 - Engineering Technician VI | 41.29 |
| 30090 - Environmental Technician | 24.89 |
| 30095 - Evidence Control Specialist | 26.52 |
| 30210 - Laboratory Technician | 23.86 |
| 30221 - Latent Fingerprint Technician I | 29.37 |
| 30222 - Latent Fingerprint Technician II | 32.44 |
| 30240 - Mathematical Technician | 26.52 |
| 30361 - Paralegal/Legal Assistant I | 20.69 |
| 30362 - Paralegal/Legal Assistant II | 25.64 |
| 30363 - Paralegal/Legal Assistant III | 31.37 |

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| 30364 - Paralegal/Legal Assistant IV | 37.94 |
| 30375 - Petroleum Supply Specialist | 32.44 |
| 30390 - Photo-Optics Technician | 26.52 |
| 30395 - Radiation Control Technician | 32.44 |
| 30461 - Technical Writer I | 26.52 |
| 30462 - Technical Writer II | 32.44 |
| 30463 - Technical Writer III | 39.26 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 27.27 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 33.00 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 39.55 |
| 30494 - Unexploded (UXO) Safety Escort | 27.27 |
| 30495 - Unexploded (UXO) Sweep Personnel | 27.27 |
| 30501 - Weather Forecaster I | 29.37 |
| 30502 - Weather Forecaster II | 35.73 |
| 30620 - Weather Observer Combined Upper Air Or | (see 2) 23.86 |
| Surface Programs | |
| 30621 - Weather Observer Senior | (see 2) 26.52 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31010 - Airplane Pilot | 33.00 |
| 31020 - Bus Aide | 11.55*** |
| 31030 - Bus Driver | 17.57 |
| 31043 - Driver Courier | 14.92*** |
| 31260 - Parking and Lot Attendant | 10.98*** |
| 31290 - Shuttle Bus Driver | 16.45 |
| 31310 - Taxi Driver | 14.20*** |
| 31361 - Truckdriver Light | 16.45 |
| 31362 - Truckdriver Medium | 17.99 |
| 31363 - Truckdriver Heavy | 20.47 |
| 31364 - Truckdriver Tractor-Trailer | 20.47 |
| 99000 - Miscellaneous Occupations | |
| 99020 - Cabin Safety Specialist | 16.09 |
| 99030 - Cashier | 11.82*** |
| 99050 - Desk Clerk | 11.46*** |
| 99095 - Embalmer | 26.61 |
| 99130 - Flight Follower | 27.27 |
| 99251 - Laboratory Animal Caretaker I | 17.20 |
| 99252 - Laboratory Animal Caretaker II | 18.94 |
| 99260 - Marketing Analyst | 27.29 |
| 99310 - Mortician | 26.61 |
| 99410 - Pest Controller | 16.92 |
| 99510 - Photofinishing Worker | 14.76*** |
| 99710 - Recycling Laborer | 21.09 |
| 99711 - Recycling Specialist | 26.60 |
| 99730 - Refuse Collector | 18.37 |
| 99810 - Sales Clerk | 12.58*** |
| 99820 - School Crossing Guard | 12.77*** |
| 99830 - Survey Party Chief | 22.38 |
| 99831 - Surveying Aide | 13.50*** |
| 99832 - Surveying Technician | 20.39 |
| 99840 - Vending Machine Attendant | 18.49 |
| 99841 - Vending Machine Repairer | 24.08 |
| 99842 - Vending Machine Repairer Helper | 18.49 |

***Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 (\$15.00 per hour) or 13658 (\$11.25 per hour). Please see the Note at the top of the wage determination for more information. Please also note that the minimum wage requirements of Executive Order 14026 and 13658 are not currently being enforced as to contracts or contract-like instruments entered into with the federal government in connection with seasonal recreational services or seasonal recreational equipment rental for the general public on federal lands.

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.60 per hour up to 40 hours per week or \$184.00 per week or \$797.33 per month

HEALTH & WELFARE EO 13706: \$4.23 per hour up to 40 hours per week or \$169.20 per week or \$733.20 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 5 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Juneteenth National Independence Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than \$27.63 (or on a salary or fee basis at a rate not less than \$455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541.400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds \$27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees

who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

**** HAZARDOUS PAY DIFFERENTIAL ****

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary

affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However in those instances where the uniforms furnished are made of "wash and wear" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

**** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS ****

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

**** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) ****

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR 4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).
- 4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

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| "REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor | U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210 Wage Determination No.: 2015-4541 Revision No.: 16 Date Of Last Revision: 03/15/2022 |
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Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

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| If the contract is entered into on or after January 30 2022 or the contract is renewed or extended (e.g. an option is exercised) on or after January 30 2022: | With certain exceptions Executive Order 14026 applies to the contract. The contractor must pay all covered workers at least \$15.00 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in 2022. |
| If the contract was awarded on or between January 1 2015 and January 29 2022 and the contract is not renewed or extended on or after January 30 2022: | With certain exceptions Executive Order 13658 applies to the contract. The contractor must pay all covered workers at least \$11.25 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in 2022. |

The applicable Executive Order minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the Executive Orders is available at <https://www.dol.gov/agencies/whd/government-contracts>.

State: Florida

Area: Florida County of Polk

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|----------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 14.55*** |
| 01012 - Accounting Clerk II | | 16.15 |
| 01013 - Accounting Clerk III | | 18.08 |
| 01020 - Administrative Assistant | | 25.53 |
| 01035 - Court Reporter | | 18.36 |
| 01041 - Customer Service Representative I | | 13.61*** |
| 01042 - Customer Service Representative II | | 14.85*** |
| 01043 - Customer Service Representative III | | 16.68 |
| 01051 - Data Entry Operator I | | 13.05*** |
| 01052 - Data Entry Operator II | | 14.24*** |
| 01060 - Dispatcher Motor Vehicle | | 18.34 |
| 01070 - Document Preparation Clerk | | 13.32*** |
| 01090 - Duplicating Machine Operator | | 13.32*** |
| 01111 - General Clerk I | | 13.18*** |
| 01112 - General Clerk II | | 14.38*** |
| 01113 - General Clerk III | | 16.15 |

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| 01120 - Housing Referral Assistant | 19.70 |
| 01141 - Messenger Courier | 12.51*** |
| 01191 - Order Clerk I | 17.71 |
| 01192 - Order Clerk II | 19.32 |
| 01261 - Personnel Assistant (Employment) I | 16.54 |
| 01262 - Personnel Assistant (Employment) II | 18.50 |
| 01263 - Personnel Assistant (Employment) III | 20.62 |
| 01270 - Production Control Clerk | 21.06 |
| 01290 - Rental Clerk | 16.20 |
| 01300 - Scheduler Maintenance | 15.81 |
| 01311 - Secretary I | 15.81 |
| 01312 - Secretary II | 17.69 |
| 01313 - Secretary III | 19.73 |
| 01320 - Service Order Dispatcher | 16.39 |
| 01410 - Supply Technician | 25.53 |
| 01420 - Survey Worker | 14.59*** |
| 01460 - Switchboard Operator/Receptionist | 13.54*** |
| 01531 - Travel Clerk I | 15.70 |
| 01532 - Travel Clerk II | 17.12 |
| 01533 - Travel Clerk III | 18.57 |
| 01611 - Word Processor I | 14.08*** |
| 01612 - Word Processor II | 15.81 |
| 01613 - Word Processor III | 17.69 |
| 05000 - Automotive Service Occupations | |
| 05005 - Automobile Body Repairer Fiberglass | 21.16 |
| 05010 - Automotive Electrician | 20.79 |
| 05040 - Automotive Glass Installer | 19.87 |
| 05070 - Automotive Worker | 19.87 |
| 05110 - Mobile Equipment Servicer | 18.02 |
| 05130 - Motor Equipment Metal Mechanic | 21.75 |
| 05160 - Motor Equipment Metal Worker | 19.87 |
| 05190 - Motor Vehicle Mechanic | 21.36 |
| 05220 - Motor Vehicle Mechanic Helper | 17.00 |
| 05250 - Motor Vehicle Upholstery Worker | 18.94 |
| 05280 - Motor Vehicle Wrecker | 19.87 |
| 05310 - Painter Automotive | 20.79 |
| 05340 - Radiator Repair Specialist | 19.87 |
| 05370 - Tire Repairer | 13.87*** |
| 05400 - Transmission Repair Specialist | 21.53 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 14.47*** |
| 07041 - Cook I | 12.21*** |
| 07042 - Cook II | 14.19*** |
| 07070 - Dishwasher | 10.45*** |
| 07130 - Food Service Worker | 11.54*** |
| 07210 - Meat Cutter | 16.13 |
| 07260 - Waiter/Waitress | 9.78*** |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 19.41 |
| 09040 - Furniture Handler | 12.13*** |
| 09080 - Furniture Refinisher | 19.41 |
| 09090 - Furniture Refinisher Helper | 14.43*** |
| 09110 - Furniture Repairer Minor | 16.99 |
| 09130 - Upholsterer | 19.41 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner Vehicles | 13.00*** |
| 11060 - Elevator Operator | 13.00*** |
| 11090 - Gardener | 17.30 |
| 11122 - Housekeeping Aide | 11.32*** |
| 11150 - Janitor | 11.32*** |
| 11210 - Laborer Grounds Maintenance | 13.08*** |
| 11240 - Maid or Houseman | 11.22*** |
| 11260 - Pruner | 11.51*** |
| 11270 - Tractor Operator | 15.91 |
| 11330 - Trail Maintenance Worker | 13.08*** |

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| 11360 - Window Cleaner | 12.76*** |
| 12000 - Health Occupations | |
| 12010 Ambulance Driver | 17.92 |
| 12011 - Breath Alcohol Technician | 18.64 |
| 12012 - Certified Occupational Therapist Assistant | 31.41 |
| 12015 - Certified Physical Therapist Assistant | 30.65 |
| 12020 Dental Assistant | 18.38 |
| 12025 - Dental Hygienist | 35.21 |
| 12030 - EKG Technician | 27.24 |
| 12035 - Electroneurodiagnostic Technologist | 27.24 |
| 12040 Emergency Medical Technician | 17.92 |
| 12071 - Licensed Practical Nurse I | 17.44 |
| 12072 - Licensed Practical Nurse II | 19.51 |
| 12073 - Licensed Practical Nurse III | 21.75 |
| 12100 Medical Assistant | 14.82*** |
| 12130 - Medical Laboratory Technician | 24.02 |
| 12160 - Medical Record Clerk | 18.67 |
| 12190 - Medical Record Technician | 20.88 |
| 12195 Medical Transcriptionist | 19.98 |
| 12210 - Nuclear Medicine Technologist | 37.62 |
| 12221 - Nursing Assistant I | 11.75*** |
| 12222 - Nursing Assistant II | 13.20*** |
| 12223 Nursing Assistant III | 14.40*** |
| 12224 - Nursing Assistant IV | 16.18 |
| 12235 - Optical Dispenser | 20.92 |
| 12236 - Optical Technician | 15.18 |
| 12250 Pharmacy Technician | 15.17 |
| 12280 - Phlebotomist | 16.52 |
| 12305 - Radiologic Technologist | 28.87 |
| 12311 - Registered Nurse I | 24.92 |
| 12312 Registered Nurse II | 30.48 |
| 12313 - Registered Nurse II Specialist | 30.48 |
| 12314 - Registered Nurse III | 36.89 |
| 12315 - Registered Nurse III Anesthetist | 36.89 |
| 12316 Registered Nurse IV | 44.20 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 23.10 |
| 12320 - Substance Abuse Treatment Counselor | 19.28 |
| 13000 - Information And Arts Occupations | |
| 13011 Exhibits Specialist I | 22.63 |
| 13012 - Exhibits Specialist II | 28.03 |
| 13013 - Exhibits Specialist III | 34.28 |
| 13041 - Illustrator I | 22.63 |
| 13042 Illustrator II | 28.03 |
| 13043 - Illustrator III | 34.28 |
| 13047 - Librarian | 31.04 |
| 13050 - Library Aide/Clerk | 12.16*** |
| 13054 Library Information Technology Systems Administrator | 28.03 |
| 13058 - Library Technician | 14.34*** |
| 13061 - Media Specialist I | 20.22 |
| 13062 Media Specialist II | 22.63 |
| 13063 - Media Specialist III | 25.23 |
| 13071 - Photographer I | 19.90 |
| 13072 - Photographer II | 22.25 |
| 13073 Photographer III | 27.59 |
| 13074 - Photographer IV | 32.10 |
| 13075 - Photographer V | 38.83 |
| 13090 - Technical Order Library Clerk | 15.74 |
| 13110 Video Teleconference Technician | 22.00 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 17.60 |
| 14042 - Computer Operator II | 19.69 |
| 14043 Computer Operator III | 21.99 |
| 14044 - Computer Operator IV | 24.39 |
| 14045 - Computer Operator V | 27.02 |

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| 14071 - Computer Programmer I | (see 1) | 22.92 |
| 14072 - Computer Programmer II | (see 1) | 27.56 |
| 14073 - Computer Programmer III | (see 1) | |
| 14074 - Computer Programmer IV | (see 1) | |
| 14101 - Computer Systems Analyst I | (see 1) | |
| 14102 - Computer Systems Analyst II | (see 1) | |
| 14103 - Computer Systems Analyst III | (see 1) | |
| 14150 - Peripheral Equipment Operator | | 17.60 |
| 14160 - Personal Computer Support Technician | | 24.39 |
| 14170 - System Support Specialist | | 26.64 |
| 15000 - Instructional Occupations | | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | | 29.49 |
| 15020 - Aircrew Training Devices Instructor (Rated) | | 35.69 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | | 42.78 |
| 15050 - Computer Based Training Specialist / Instructor | | 29.49 |
| 15060 - Educational Technologist | | 30.44 |
| 15070 - Flight Instructor (Pilot) | | 42.78 |
| 15080 - Graphic Artist | | 22.03 |
| 15085 - Maintenance Test Pilot Fixed Jet/Prop | | 42.78 |
| 15086 - Maintenance Test Pilot Rotary Wing | | 42.78 |
| 15088 - Non-Maintenance Test/Co-Pilot | | 42.78 |
| 15090 - Technical Instructor | | 21.98 |
| 15095 - Technical Instructor/Course Developer | | 26.89 |
| 15110 - Test Proctor | | 17.75 |
| 15120 - Tutor | | 17.75 |
| 16000 - Laundry Dry-Cleaning Pressing And Related Occupations | | |
| 16010 - Assembler | | 10.49*** |
| 16030 - Counter Attendant | | 10.49*** |
| 16040 - Dry Cleaner | | 13.31*** |
| 16070 - Finisher Flatwork Machine | | 10.49*** |
| 16090 - Presser Hand | | 10.49*** |
| 16110 - Presser Machine Drycleaning | | 10.49*** |
| 16130 - Presser Machine Shirts | | 10.49*** |
| 16160 - Presser Machine Wearing Apparel Laundry | | 10.49*** |
| 16190 - Sewing Machine Operator | | 14.24*** |
| 16220 - Tailor | | 15.13 |
| 16250 - Washer Machine | | 11.48*** |
| 19000 - Machine Tool Operation And Repair Occupations | | |
| 19010 - Machine-Tool Operator (Tool Room) | | 19.14 |
| 19040 - Tool And Die Maker | | 23.27 |
| 21000 - Materials Handling And Packing Occupations | | |
| 21020 - Forklift Operator | | 17.83 |
| 21030 - Material Coordinator | | 21.06 |
| 21040 - Material Expediter | | 21.06 |
| 21050 - Material Handling Laborer | | 14.93*** |
| 21071 - Order Filler | | 14.58*** |
| 21080 - Production Line Worker (Food Processing) | | 17.83 |
| 21110 - Shipping Packer | | 17.15 |
| 21130 - Shipping/Receiving Clerk | | 17.15 |
| 21140 - Store Worker I | | 11.33*** |
| 21150 - Stock Clerk | | 16.18 |
| 21210 - Tools And Parts Attendant | | 17.83 |
| 21410 - Warehouse Specialist | | 17.83 |
| 23000 - Mechanics And Maintenance And Repair Occupations | | |
| 23010 - Aerospace Structural Welder | | 28.92 |
| 23019 - Aircraft Logs and Records Technician | | 23.57 |
| 23021 - Aircraft Mechanic I | | 27.54 |
| 23022 - Aircraft Mechanic II | | 28.92 |
| 23023 - Aircraft Mechanic III | | 30.36 |
| 23040 - Aircraft Mechanic Helper | | 20.02 |
| 23050 - Aircraft Painter | | 25.64 |
| 23060 - Aircraft Servicer | | 23.57 |
| 23070 - Aircraft Survival Flight Equipment Technician | | 25.64 |
| 23080 - Aircraft Worker | | 25.16 |
| 23091 - Aircrew Life Support Equipment (ALSE) Mechanic | | 25.16 |

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|---|----------|
| I | |
| 23092 - Aircrew Life Support Equipment (ALSE) Mechanic | 27.54 |
| II | |
| 23110 - Appliance Mechanic | 21.83 |
| 23120 - Bicycle Repairer | 17.28 |
| 23125 - Cable Splicer | 32.44 |
| 23130 - Carpenter Maintenance | 18.51 |
| 23140 - Carpet Layer | 20.10 |
| 23160 - Electrician Maintenance | 21.99 |
| 23181 - Electronics Technician Maintenance I | 23.64 |
| 23182 - Electronics Technician Maintenance II | 25.12 |
| 23183 - Electronics Technician Maintenance III | 26.73 |
| 23260 - Fabric Worker | 18.70 |
| 23290 - Fire Alarm System Mechanic | 19.09 |
| 23310 - Fire Extinguisher Repairer | 17.28 |
| 23311 - Fuel Distribution System Mechanic | 24.60 |
| 23312 - Fuel Distribution System Operator | 19.67 |
| 23370 - General Maintenance Worker | 18.42 |
| 23380 - Ground Support Equipment Mechanic | 27.54 |
| 23381 - Ground Support Equipment Servicer | 23.57 |
| 23382 - Ground Support Equipment Worker | 25.16 |
| 23391 - Gunsmith I | 17.28 |
| 23392 - Gunsmith II | 20.10 |
| 23393 - Gunsmith III | 22.73 |
| 23410 - Heating Ventilation And Air-Conditioning Mechanic | 20.35 |
| 23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) | 21.44 |
| 23430 - Heavy Equipment Mechanic | 26.15 |
| 23440 - Heavy Equipment Operator | 21.15 |
| 23460 - Instrument Mechanic | 22.73 |
| 23465 - Laboratory/Shelter Mechanic | 21.36 |
| 23470 - Laborer | 14.93*** |
| 23510 - Locksmith | 19.01 |
| 23530 - Machinery Maintenance Mechanic | 27.13 |
| 23550 - Machinist Maintenance | 20.10 |
| 23580 - Maintenance Trades Helper | 14.98*** |
| 23591 - Metrology Technician I | 22.73 |
| 23592 - Metrology Technician II | 23.94 |
| 23593 - Metrology Technician III | 24.96 |
| 23640 - Millwright | 27.72 |
| 23710 - Office Appliance Repairer | 19.07 |
| 23760 - Painter Maintenance | 18.85 |
| 23790 - Pipefitter Maintenance | 21.89 |
| 23810 - Plumber Maintenance | 20.57 |
| 23820 - Pneudraulic Systems Mechanic | 22.73 |
| 23850 - Rigger | 22.73 |
| 23870 - Scale Mechanic | 20.10 |
| 23890 - Sheet-Metal Worker Maintenance | 21.53 |
| 23910 - Small Engine Mechanic | 18.11 |
| 23931 - Telecommunications Mechanic I | 26.79 |
| 23932 - Telecommunications Mechanic II | 28.22 |
| 23950 - Telephone Lineman | 23.50 |
| 23960 - Welder Combination Maintenance | 21.80 |
| 23965 - Well Driller | 21.81 |
| 23970 - Woodcraft Worker | 22.73 |
| 23980 - Woodworker | 17.28 |
| 24000 - Personal Needs Occupations | |
| 24550 - Case Manager | 17.09 |
| 24570 - Child Care Attendant | 10.07*** |
| 24580 - Child Care Center Clerk | 14.47*** |
| 24610 - Chore Aide | 11.52*** |
| 24620 - Family Readiness And Support Services Coordinator | 17.09 |
| 24630 - Homemaker | 17.33 |

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| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 22.95 |
| 25040 - Sewage Plant Operator | 23.43 |
| 25070 - Stationary Engineer | 22.95 |
| 25190 - Ventilation Equipment Tender | 16.10 |
| 25210 - Water Treatment Plant Operator | 23.43 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 19.29 |
| 27007 - Baggage Inspector | 12.63*** |
| 27008 - Corrections Officer | 22.81 |
| 27010 - Court Security Officer | 21.45 |
| 27030 - Detection Dog Handler | 16.69 |
| 27040 - Detention Officer | 22.81 |
| 27070 - Firefighter | 20.19 |
| 27101 - Guard I | 12.63*** |
| 27102 - Guard II | 16.69 |
| 27131 - Police Officer I | 24.05 |
| 27132 - Police Officer II | 26.80 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 13.13*** |
| 28042 - Carnival Equipment Repairer | 14.29*** |
| 28043 - Carnival Worker | 9.50*** |
| 28210 - Gate Attendant/Gate Tender | 14.72*** |
| 28310 - Lifeguard | 12.08*** |
| 28350 - Park Attendant (Aide) | 16.47 |
| 28510 - Recreation Aide/Health Facility Attendant | 11.80*** |
| 28515 - Recreation Specialist | 20.40 |
| 28630 - Sports Official | 13.11*** |
| 28690 - Swimming Pool Operator | 16.62 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 27.31 |
| 29020 - Hatch Tender | 27.31 |
| 29030 - Line Handler | 27.31 |
| 29041 - Stevedore I | 25.41 |
| 29042 - Stevedore II | 29.45 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist Center (HFO) (see 2) | 40.29 |
| 30011 - Air Traffic Control Specialist Station (HFO) (see 2) | 27.78 |
| 30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) | 30.59 |
| 30021 - Archeological Technician I | 18.12 |
| 30022 - Archeological Technician II | 20.27 |
| 30023 - Archeological Technician III | 25.11 |
| 30030 - Cartographic Technician | 25.11 |
| 30040 - Civil Engineering Technician | 28.47 |
| 30051 - Cryogenic Technician I | 27.81 |
| 30052 - Cryogenic Technician II | 30.72 |
| 30061 - Drafter/CAD Operator I | 18.12 |
| 30062 - Drafter/CAD Operator II | 20.27 |
| 30063 - Drafter/CAD Operator III | 22.60 |
| 30064 - Drafter/CAD Operator IV | 27.81 |
| 30081 - Engineering Technician I | 16.69 |
| 30082 - Engineering Technician II | 18.74 |
| 30083 - Engineering Technician III | 21.23 |
| 30084 - Engineering Technician IV | 24.45 |
| 30085 - Engineering Technician V | 26.70 |
| 30086 - Engineering Technician VI | 32.31 |
| 30090 - Environmental Technician | 23.19 |
| 30095 - Evidence Control Specialist | 25.11 |
| 30210 - Laboratory Technician | 23.30 |
| 30221 - Latent Fingerprint Technician I | 23.40 |
| 30222 - Latent Fingerprint Technician II | 25.85 |
| 30240 - Mathematical Technician | 25.11 |
| 30361 - Paralegal/Legal Assistant I | 20.12 |
| 30362 - Paralegal/Legal Assistant II | 24.93 |
| 30363 - Paralegal/Legal Assistant III | 30.49 |

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|---|---------------|
| 30364 - Paralegal/Legal Assistant IV | 36.90 |
| 30375 - Petroleum Supply Specialist | 30.72 |
| 30390 - Photo-Optics Technician | 25.11 |
| 30395 - Radiation Control Technician | 30.72 |
| 30461 - Technical Writer I | 25.11 |
| 30462 - Technical Writer II | 30.72 |
| 30463 - Technical Writer III | 37.16 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 25.60 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 30.98 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 37.13 |
| 30494 - Unexploded (UXO) Safety Escort | 25.60 |
| 30495 - Unexploded (UXO) Sweep Personnel | 25.60 |
| 30501 - Weather Forecaster I | 27.81 |
| 30502 - Weather Forecaster II | 33.83 |
| 30620 - Weather Observer Combined Upper Air Or | (see 2) 22.60 |
| Surface Programs | |
| 30621 - Weather Observer Senior | (see 2) 25.11 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31010 - Airplane Pilot | 30.98 |
| 31020 - Bus Aide | 11.41*** |
| 31030 - Bus Driver | 16.27 |
| 31043 - Driver Courier | 20.39 |
| 31260 - Parking and Lot Attendant | 11.73*** |
| 31290 - Shuttle Bus Driver | 18.35 |
| 31310 - Taxi Driver | 10.72*** |
| 31361 - Truckdriver Light | 22.21 |
| 31362 - Truckdriver Medium | 24.04 |
| 31363 - Truckdriver Heavy | 22.37 |
| 31364 - Truckdriver Tractor-Trailer | 22.37 |
| 99000 - Miscellaneous Occupations | |
| 99020 - Cabin Safety Specialist | 15.10 |
| 99030 - Cashier | 11.57*** |
| 99050 - Desk Clerk | 11.27*** |
| 99095 - Embalmer | 28.59 |
| 99130 - Flight Follower | 25.60 |
| 99251 - Laboratory Animal Caretaker I | 17.61 |
| 99252 - Laboratory Animal Caretaker II | 19.16 |
| 99260 - Marketing Analyst | 27.64 |
| 99310 - Mortician | 28.59 |
| 99410 - Pest Controller | 18.57 |
| 99510 - Photofinishing Worker | 13.45*** |
| 99710 - Recycling Laborer | 19.35 |
| 99711 - Recycling Specialist | 22.72 |
| 99730 - Refuse Collector | 17.26 |
| 99810 - Sales Clerk | 12.49*** |
| 99820 - School Crossing Guard | 13.46*** |
| 99830 - Survey Party Chief | 20.68 |
| 99831 - Surveying Aide | 12.73*** |
| 99832 - Surveying Technician | 19.43 |
| 99840 - Vending Machine Attendant | 17.75 |
| 99841 - Vending Machine Repairer | 22.46 |
| 99842 - Vending Machine Repairer Helper | 17.75 |

***Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 (\$15.00 per hour) or 13658 (\$11.25 per hour). Please see the Note at the top of the wage determination for more information. Please also note that the minimum wage requirements of Executive Order 14026 and 13658 are not currently being enforced as to contracts or contract-like instruments entered into with the federal government in connection with seasonal recreational services or seasonal recreational equipment rental for the general public on federal lands.

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.60 per hour up to 40 hours per week or \$184.00 per week or \$797.33 per month

HEALTH & WELFARE EO 13706: \$4.23 per hour up to 40 hours per week or \$169.20 per week or \$733.20 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; and 3 weeks after 5 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Juneteenth National Independence Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than \$27.63 (or on a salary or fee basis at a rate not less than \$455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541.400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds \$27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees

who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

**** HAZARDOUS PAY DIFFERENTIAL ****

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder.

All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary

affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However in those instances where the uniforms furnished are made of "wash and wear" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

**** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS ****

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

**** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) ****

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR 4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).
- 4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

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| "REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor | U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210 Wage Determination No.: 2015-5729 Revision No.: 18 Date Of Last Revision: 03/15/2022 |
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Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

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| If the contract is entered into on or after January 30 2022 or the contract is renewed or extended (e.g. an option is exercised) on or after January 30 2022: | With certain exceptions Executive Order 14026 applies to the contract. The contractor must pay all covered workers at least \$15.00 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in 2022. |
| If the contract was awarded on or between January 1 2015 and January 29 2022 and the contract is not renewed or extended on or after January 30 2022: | With certain exceptions Executive Order 13658 applies to the contract. The contractor must pay all covered workers at least \$11.25 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in 2022. |

The applicable Executive Order minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the Executive Orders is available at <https://www.dol.gov/agencies/whd/government-contracts>.

State: Florida

Area: Florida County of Sumter

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|----------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 14.65*** |
| 01012 - Accounting Clerk II | | 16.44 |
| 01013 - Accounting Clerk III | | 18.40 |
| 01020 - Administrative Assistant | | 23.99 |
| 01035 - Court Reporter | | 18.20 |
| 01041 - Customer Service Representative I | | 12.38*** |
| 01042 - Customer Service Representative II | | 13.50*** |
| 01043 - Customer Service Representative III | | 15.16 |
| 01051 - Data Entry Operator I | | 13.28*** |
| 01052 - Data Entry Operator II | | 14.49*** |
| 01060 - Dispatcher Motor Vehicle | | 17.69 |
| 01070 - Document Preparation Clerk | | 14.49*** |
| 01090 - Duplicating Machine Operator | | 14.49*** |
| 01111 - General Clerk I | | 12.93*** |
| 01112 - General Clerk II | | 14.11*** |
| 01113 - General Clerk III | | 15.84 |

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| 01120 - Housing Referral Assistant | 19.80 |
| 01141 - Messenger Courier | 11.81*** |
| 01191 - Order Clerk I | 13.28*** |
| 01192 - Order Clerk II | 14.49*** |
| 01261 - Personnel Assistant (Employment) I | 16.26 |
| 01262 - Personnel Assistant (Employment) II | 18.20 |
| 01263 - Personnel Assistant (Employment) III | 20.28 |
| 01270 - Production Control Clerk | 18.85 |
| 01290 - Rental Clerk | 14.59*** |
| 01300 - Scheduler Maintenance | 16.26 |
| 01311 - Secretary I | 16.26 |
| 01312 - Secretary II | 17.69 |
| 01313 - Secretary III | 19.80 |
| 01320 - Service Order Dispatcher | 18.24 |
| 01410 - Supply Technician | 18.81 |
| 01420 - Survey Worker | 23.99 |
| 01460 - Switchboard Operator/Receptionist | 13.68*** |
| 01531 - Travel Clerk I | 13.68*** |
| 01532 - Travel Clerk II | 14.84*** |
| 01533 - Travel Clerk III | 15.96 |
| 01611 - Word Processor I | 14.49*** |
| 01612 - Word Processor II | 16.26 |
| 01613 - Word Processor III | 18.20 |
| 05000 - Automotive Service Occupations | |
| 05005 - Automobile Body Repairer Fiberglass | 22.44 |
| 05010 - Automotive Electrician | 21.05 |
| 05040 - Automotive Glass Installer | 19.66 |
| 05070 - Automotive Worker | 19.66 |
| 05110 - Mobile Equipment Servicer | 16.94 |
| 05130 - Motor Equipment Metal Mechanic | 22.44 |
| 05160 - Motor Equipment Metal Worker | 19.66 |
| 05190 - Motor Vehicle Mechanic | 22.44 |
| 05220 - Motor Vehicle Mechanic Helper | 15.58 |
| 05250 - Motor Vehicle Upholstery Worker | 18.32 |
| 05280 - Motor Vehicle Wrecker | 19.66 |
| 05310 - Painter Automotive | 21.05 |
| 05340 - Radiator Repair Specialist | 19.66 |
| 05370 - Tire Repairer | 13.81*** |
| 05400 - Transmission Repair Specialist | 22.44 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 13.87*** |
| 07041 - Cook I | 13.93*** |
| 07042 - Cook II | 16.16 |
| 07070 - Dishwasher | 10.19*** |
| 07130 - Food Service Worker | 13.04*** |
| 07210 - Meat Cutter | 18.14 |
| 07260 - Waiter/Waitress | 9.75*** |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 20.77 |
| 09040 - Furniture Handler | 12.64*** |
| 09080 - Furniture Refinisher | 20.77 |
| 09090 - Furniture Refinisher Helper | 15.37 |
| 09110 - Furniture Repairer Minor | 18.06 |
| 09130 - Upholsterer | 20.77 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner Vehicles | 13.04*** |
| 11060 - Elevator Operator | 12.51*** |
| 11090 - Gardener | 15.56 |
| 11122 - Housekeeping Aide | 12.51*** |
| 11150 - Janitor | 12.51*** |
| 11210 - Laborer Grounds Maintenance | 11.77*** |
| 11240 - Maid or Houseman | 10.28*** |
| 11260 - Pruner | 10.46*** |
| 11270 - Tractor Operator | 14.31*** |
| 11330 - Trail Maintenance Worker | 11.77*** |

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| 11360 - Window Cleaner | 14.08*** |
| 12000 - Health Occupations | |
| 12010 Ambulance Driver | 19.75 |
| 12011 - Breath Alcohol Technician | 19.75 |
| 12012 - Certified Occupational Therapist Assistant | 27.09 |
| 12015 - Certified Physical Therapist Assistant | 33.50 |
| 12020 Dental Assistant | 21.08 |
| 12025 - Dental Hygienist | 34.00 |
| 12030 - EKG Technician | 29.92 |
| 12035 - Electroneurodiagnostic Technologist | 29.92 |
| 12040 Emergency Medical Technician | 19.75 |
| 12071 - Licensed Practical Nurse I | 17.66 |
| 12072 - Licensed Practical Nurse II | 19.75 |
| 12073 - Licensed Practical Nurse III | 22.01 |
| 12100 Medical Assistant | 14.80*** |
| 12130 - Medical Laboratory Technician | 21.86 |
| 12160 - Medical Record Clerk | 15.16 |
| 12190 - Medical Record Technician | 23.08 |
| 12195 Medical Transcriptionist | 17.66 |
| 12210 - Nuclear Medicine Technologist | 43.40 |
| 12221 - Nursing Assistant I | 11.63*** |
| 12222 - Nursing Assistant II | 13.09*** |
| 12223 Nursing Assistant III | 14.27*** |
| 12224 - Nursing Assistant IV | 16.02 |
| 12235 - Optical Dispenser | 19.75 |
| 12236 - Optical Technician | 17.66 |
| 12250 Pharmacy Technician | 14.79*** |
| 12280 - Phlebotomist | 15.97 |
| 12305 - Radiologic Technologist | 27.47 |
| 12311 - Registered Nurse I | 23.48 |
| 12312 Registered Nurse II | 28.72 |
| 12313 - Registered Nurse II Specialist | 28.72 |
| 12314 - Registered Nurse III | 34.74 |
| 12315 - Registered Nurse III Anesthetist | 34.74 |
| 12316 Registered Nurse IV | 41.64 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 24.46 |
| 12320 - Substance Abuse Treatment Counselor | 24.46 |
| 13000 - Information And Arts Occupations | |
| 13011 Exhibits Specialist I | 19.34 |
| 13012 - Exhibits Specialist II | 23.96 |
| 13013 - Exhibits Specialist III | 29.31 |
| 13041 - Illustrator I | 17.56 |
| 13042 Illustrator II | 21.97 |
| 13043 - Illustrator III | 27.74 |
| 13047 - Librarian | 26.53 |
| 13050 - Library Aide/Clerk | 13.46*** |
| 13054 Library Information Technology Systems Administrator | 22.14 |
| 13058 - Library Technician | 14.87*** |
| 13061 - Media Specialist I | 13.10*** |
| 13062 Media Specialist II | 14.87*** |
| 13063 - Media Specialist III | 16.58 |
| 13071 - Photographer I | 14.95*** |
| 13072 - Photographer II | 16.73 |
| 13073 Photographer III | 20.72 |
| 13074 - Photographer IV | 25.35 |
| 13075 - Photographer V | 30.67 |
| 13090 - Technical Order Library Clerk | 16.73 |
| 13110 Video Teleconference Technician | 15.01 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 15.97 |
| 14042 - Computer Operator II | 18.13 |
| 14043 Computer Operator III | 20.57 |
| 14044 - Computer Operator IV | 22.85 |
| 14045 - Computer Operator V | 25.31 |

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| 14071 - Computer Programmer I | (see 1) | 17.10 |
| 14072 - Computer Programmer II | (see 1) | 21.19 |
| 14073 - Computer Programmer III | (see 1) | 25.92 |
| 14074 - Computer Programmer IV | (see 1) | |
| 14101 - Computer Systems Analyst I | (see 1) | 25.35 |
| 14102 - Computer Systems Analyst II | (see 1) | |
| 14103 - Computer Systems Analyst III | (see 1) | |
| 14150 - Peripheral Equipment Operator | | 15.97 |
| 14160 - Personal Computer Support Technician | | 22.85 |
| 14170 - System Support Specialist | | 23.01 |
| 15000 - Instructional Occupations | | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | | 21.76 |
| 15020 - Aircrew Training Devices Instructor (Rated) | | 26.33 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | | 30.98 |
| 15050 - Computer Based Training Specialist / Instructor | | 21.76 |
| 15060 - Educational Technologist | | 23.72 |
| 15070 - Flight Instructor (Pilot) | | 30.98 |
| 15080 - Graphic Artist | | 21.85 |
| 15085 - Maintenance Test Pilot Fixed Jet/Prop | | 30.98 |
| 15086 - Maintenance Test Pilot Rotary Wing | | 30.98 |
| 15088 - Non-Maintenance Test/Co-Pilot | | 30.98 |
| 15090 - Technical Instructor | | 17.86 |
| 15095 - Technical Instructor/Course Developer | | 21.85 |
| 15110 - Test Proctor | | 14.41*** |
| 15120 - Tutor | | 14.41*** |
| 16000 - Laundry Dry-Cleaning Pressing And Related Occupations | | |
| 16010 - Assembler | | 10.15*** |
| 16030 - Counter Attendant | | 10.15*** |
| 16040 - Dry Cleaner | | 12.95*** |
| 16070 - Finisher Flatwork Machine | | 10.15*** |
| 16090 - Presser Hand | | 10.15*** |
| 16110 - Presser Machine Drycleaning | | 10.15*** |
| 16130 - Presser Machine Shirts | | 10.15*** |
| 16160 - Presser Machine Wearing Apparel Laundry | | 10.15*** |
| 16190 - Sewing Machine Operator | | 13.81*** |
| 16220 - Tailor | | 14.65*** |
| 16250 - Washer Machine | | 11.05*** |
| 19000 - Machine Tool Operation And Repair Occupations | | |
| 19010 - Machine-Tool Operator (Tool Room) | | 20.77 |
| 19040 - Tool And Die Maker | | 26.18 |
| 21000 - Materials Handling And Packing Occupations | | |
| 21020 - Forklift Operator | | 14.87*** |
| 21030 - Material Coordinator | | 17.48 |
| 21040 - Material Expediter | | 17.48 |
| 21050 - Material Handling Laborer | | 14.00*** |
| 21071 - Order Filler | | 12.66*** |
| 21080 - Production Line Worker (Food Processing) | | 14.87*** |
| 21110 - Shipping Packer | | 19.47 |
| 21130 - Shipping/Receiving Clerk | | 19.47 |
| 21140 - Store Worker I | | 11.28*** |
| 21150 - Stock Clerk | | 16.14 |
| 21210 - Tools And Parts Attendant | | 14.87*** |
| 21410 - Warehouse Specialist | | 14.87*** |
| 23000 - Mechanics And Maintenance And Repair Occupations | | |
| 23010 - Aerospace Structural Welder | | 23.46 |
| 23019 - Aircraft Logs and Records Technician | | 18.06 |
| 23021 - Aircraft Mechanic I | | 22.14 |
| 23022 - Aircraft Mechanic II | | 23.46 |
| 23023 - Aircraft Mechanic III | | 24.83 |
| 23040 - Aircraft Mechanic Helper | | 15.37 |
| 23050 - Aircraft Painter | | 20.77 |
| 23060 - Aircraft Servicer | | 18.06 |
| 23070 - Aircraft Survival Flight Equipment Technician | | 20.77 |
| 23080 - Aircraft Worker | | 19.39 |
| 23091 - Aircrew Life Support Equipment (ALSE) Mechanic | | 19.39 |

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| I | |
| 23092 - Aircrew Life Support Equipment (ALSE) Mechanic | 22.14 |
| II | |
| 23110 - Appliance Mechanic | 20.77 |
| 23120 - Bicycle Repairer | 15.77 |
| 23125 - Cable Splicer | 30.64 |
| 23130 - Carpenter Maintenance | 17.38 |
| 23140 - Carpet Layer | 19.39 |
| 23160 - Electrician Maintenance | 21.76 |
| 23181 - Electronics Technician Maintenance I | 19.39 |
| 23182 - Electronics Technician Maintenance II | 21.14 |
| 23183 - Electronics Technician Maintenance III | 22.67 |
| 23260 - Fabric Worker | 18.06 |
| 23290 - Fire Alarm System Mechanic | 22.14 |
| 23310 - Fire Extinguisher Repairer | 16.71 |
| 23311 - Fuel Distribution System Mechanic | 22.14 |
| 23312 - Fuel Distribution System Operator | 16.71 |
| 23370 - General Maintenance Worker | 16.59 |
| 23380 - Ground Support Equipment Mechanic | 22.14 |
| 23381 - Ground Support Equipment Servicer | 18.06 |
| 23382 - Ground Support Equipment Worker | 19.39 |
| 23391 - Gunsmith I | 16.71 |
| 23392 - Gunsmith II | 19.39 |
| 23393 - Gunsmith III | 22.14 |
| 23410 - Heating Ventilation And Air-Conditioning Mechanic | 17.63 |
| 23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) | 18.69 |
| 23430 - Heavy Equipment Mechanic | 20.07 |
| 23440 - Heavy Equipment Operator | 19.15 |
| 23460 - Instrument Mechanic | 22.14 |
| 23465 - Laboratory/Shelter Mechanic | 20.77 |
| 23470 - Laborer | 14.00*** |
| 23510 - Locksmith | 20.77 |
| 23530 - Machinery Maintenance Mechanic | 21.96 |
| 23550 - Machinist Maintenance | 22.14 |
| 23580 - Maintenance Trades Helper | 14.65*** |
| 23591 - Metrology Technician I | 22.14 |
| 23592 - Metrology Technician II | 23.46 |
| 23593 - Metrology Technician III | 24.83 |
| 23640 - Millwright | 22.14 |
| 23710 - Office Appliance Repairer | 20.77 |
| 23760 - Painter Maintenance | 20.77 |
| 23790 - Pipefitter Maintenance | 24.46 |
| 23810 - Plumber Maintenance | 22.95 |
| 23820 - Pneudraulic Systems Mechanic | 22.14 |
| 23850 - Rigger | 22.14 |
| 23870 - Scale Mechanic | 19.39 |
| 23890 - Sheet-Metal Worker Maintenance | 20.00 |
| 23910 - Small Engine Mechanic | 19.15 |
| 23931 - Telecommunications Mechanic I | 22.14 |
| 23932 - Telecommunications Mechanic II | 23.46 |
| 23950 - Telephone Lineman | 21.33 |
| 23960 - Welder Combination Maintenance | 22.14 |
| 23965 - Well Driller | 22.14 |
| 23970 - Woodcraft Worker | 22.14 |
| 23980 - Woodworker | 16.71 |
| 24000 - Personal Needs Occupations | |
| 24550 - Case Manager | 16.81 |
| 24570 - Child Care Attendant | 10.79*** |
| 24580 - Child Care Center Clerk | 13.54*** |
| 24610 - Chore Aide | 12.03*** |
| 24620 - Family Readiness And Support Services Coordinator | 16.81 |
| 24630 - Homemaker | 16.81 |

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| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 22.14 |
| 25040 - Sewage Plant Operator | 21.03 |
| 25070 - Stationary Engineer | 22.14 |
| 25190 - Ventilation Equipment Tender | 15.37 |
| 25210 - Water Treatment Plant Operator | 21.03 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 16.79 |
| 27007 - Baggage Inspector | 11.99*** |
| 27008 - Corrections Officer | 24.52 |
| 27010 - Court Security Officer | 18.84 |
| 27030 - Detection Dog Handler | 13.87*** |
| 27040 - Detention Officer | 24.52 |
| 27070 - Firefighter | 23.89 |
| 27101 - Guard I | 11.99*** |
| 27102 - Guard II | 13.87*** |
| 27131 - Police Officer I | 20.86 |
| 27132 - Police Officer II | 23.17 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 15.11 |
| 28042 - Carnival Equipment Repairer | 16.40 |
| 28043 - Carnival Worker | 11.14*** |
| 28210 - Gate Attendant/Gate Tender | 16.03 |
| 28310 - Lifeguard | 14.28*** |
| 28350 - Park Attendant (Aide) | 17.94 |
| 28510 - Recreation Aide/Health Facility Attendant | 13.09*** |
| 28515 - Recreation Specialist | 21.51 |
| 28630 - Sports Official | 14.28*** |
| 28690 - Swimming Pool Operator | 19.24 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 19.39 |
| 29020 - Hatch Tender | 19.39 |
| 29030 - Line Handler | 19.39 |
| 29041 - Stevedore I | 18.06 |
| 29042 - Stevedore II | 20.77 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist Center (HFO) (see 2) | 40.29 |
| 30011 - Air Traffic Control Specialist Station (HFO) (see 2) | 27.78 |
| 30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) | 30.59 |
| 30021 - Archeological Technician I | 16.94 |
| 30022 - Archeological Technician II | 19.10 |
| 30023 - Archeological Technician III | 23.67 |
| 30030 - Cartographic Technician | 23.67 |
| 30040 - Civil Engineering Technician | 20.97 |
| 30051 - Cryogenic Technician I | 24.05 |
| 30052 - Cryogenic Technician II | 26.56 |
| 30061 - Drafter/CAD Operator I | 16.94 |
| 30062 - Drafter/CAD Operator II | 19.10 |
| 30063 - Drafter/CAD Operator III | 21.30 |
| 30064 - Drafter/CAD Operator IV | 26.18 |
| 30081 - Engineering Technician I | 14.12*** |
| 30082 - Engineering Technician II | 15.85 |
| 30083 - Engineering Technician III | 18.18 |
| 30084 - Engineering Technician IV | 22.52 |
| 30085 - Engineering Technician V | 27.55 |
| 30086 - Engineering Technician VI | 33.33 |
| 30090 - Environmental Technician | 19.86 |
| 30095 - Evidence Control Specialist | 19.86 |
| 30210 - Laboratory Technician | 17.88 |
| 30221 - Latent Fingerprint Technician I | 24.05 |
| 30222 - Latent Fingerprint Technician II | 26.56 |
| 30240 - Mathematical Technician | 23.18 |
| 30361 - Paralegal/Legal Assistant I | 19.28 |
| 30362 - Paralegal/Legal Assistant II | 23.58 |
| 30363 - Paralegal/Legal Assistant III | 28.86 |

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| 30364 - Paralegal/Legal Assistant IV | 34.91 |
| 30375 - Petroleum Supply Specialist | 24.29 |
| 30390 - Photo-Optics Technician | 23.67 |
| 30395 - Radiation Control Technician | 24.29 |
| 30461 - Technical Writer I | 19.86 |
| 30462 - Technical Writer II | 24.29 |
| 30463 - Technical Writer III | 29.40 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 25.60 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 30.98 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 37.13 |
| 30494 - Unexploded (UXO) Safety Escort | 25.60 |
| 30495 - Unexploded (UXO) Sweep Personnel | 25.60 |
| 30501 - Weather Forecaster I | 26.18 |
| 30502 - Weather Forecaster II | 31.84 |
| 30620 - Weather Observer Combined Upper Air Or | (see 2) 21.30 |
| Surface Programs | |
| 30621 - Weather Observer Senior | (see 2) 23.67 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31010 - Airplane Pilot | 30.98 |
| 31020 - Bus Aide | 13.55*** |
| 31030 - Bus Driver | 18.76 |
| 31043 - Driver Courier | 14.83*** |
| 31260 - Parking and Lot Attendant | 12.03*** |
| 31290 - Shuttle Bus Driver | 15.76 |
| 31310 - Taxi Driver | 13.99*** |
| 31361 - Truckdriver Light | 15.76 |
| 31362 - Truckdriver Medium | 17.05 |
| 31363 - Truckdriver Heavy | 18.99 |
| 31364 - Truckdriver Tractor-Trailer | 18.99 |
| 99000 - Miscellaneous Occupations | |
| 99020 - Cabin Safety Specialist | 15.10 |
| 99030 - Cashier | 11.30*** |
| 99050 - Desk Clerk | 12.24*** |
| 99095 - Embalmer | 25.60 |
| 99130 - Flight Follower | 25.60 |
| 99251 - Laboratory Animal Caretaker I | 16.42 |
| 99252 - Laboratory Animal Caretaker II | 17.25 |
| 99260 - Marketing Analyst | 26.24 |
| 99310 - Mortician | 25.60 |
| 99410 - Pest Controller | 19.02 |
| 99510 - Photofinishing Worker | 13.45*** |
| 99710 - Recycling Laborer | 14.58*** |
| 99711 - Recycling Specialist | 17.73 |
| 99730 - Refuse Collector | 12.95*** |
| 99810 - Sales Clerk | 12.52*** |
| 99820 - School Crossing Guard | 12.95*** |
| 99830 - Survey Party Chief | 19.85 |
| 99831 - Surveying Aide | 12.34*** |
| 99832 - Surveying Technician | 16.90 |
| 99840 - Vending Machine Attendant | 17.73 |
| 99841 - Vending Machine Repairer | 22.37 |
| 99842 - Vending Machine Repairer Helper | 17.73 |

***Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 (\$15.00 per hour) or 13658 (\$11.25 per hour). Please see the Note at the top of the wage determination for more information. Please also note that the minimum wage requirements of Executive Order 14026 and 13658 are not currently being enforced as to contracts or contract-like instruments entered into with the federal government in connection with seasonal recreational services or seasonal recreational equipment rental for the general public on federal lands.

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.60 per hour up to 40 hours per week or \$184.00 per week or \$797.33 per month

HEALTH & WELFARE EO 13706: \$4.23 per hour up to 40 hours per week or \$169.20 per week or \$733.20 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 8 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (See 29 CFR 4.173)

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Juneteenth National Independence Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than \$27.63 (or on a salary or fee basis at a rate not less than \$455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541.400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds \$27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees

who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

**** HAZARDOUS PAY DIFFERENTIAL ****

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary

affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However in those instances where the uniforms furnished are made of "wash and wear" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

**** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS ****

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

**** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) ****

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR 4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).
- 4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

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| "REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor | U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210 Wage Determination No.: 2015-4533 Revision No.: 17 Date Of Last Revision: 03/15/2022 |
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Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

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| If the contract is entered into on or after January 30 2022 or the contract is renewed or extended (e.g. an option is exercised) on or after January 30 2022: | With certain exceptions Executive Order 14026 applies to the contract. The contractor must pay all covered workers at least \$15.00 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in 2022. |
| If the contract was awarded on or between January 1 2015 and January 29 2022 and the contract is not renewed or extended on or after January 30 2022: | With certain exceptions Executive Order 13658 applies to the contract. The contractor must pay all covered workers at least \$11.25 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in 2022. |

The applicable Executive Order minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the Executive Orders is available at <https://www.dol.gov/agencies/whd/government-contracts>.

State: Florida

Area: Florida Counties of Flagler Volusia

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|----------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 14.84*** |
| 01012 - Accounting Clerk II | | 16.66 |
| 01013 - Accounting Clerk III | | 18.64 |
| 01020 - Administrative Assistant | | 24.35 |
| 01035 - Court Reporter | | 18.19 |
| 01041 - Customer Service Representative I | | 12.21*** |
| 01042 - Customer Service Representative II | | 13.74*** |
| 01043 - Customer Service Representative III | | 14.98*** |
| 01051 - Data Entry Operator I | | 12.76*** |
| 01052 - Data Entry Operator II | | 13.92*** |
| 01060 - Dispatcher Motor Vehicle | | 17.67 |
| 01070 - Document Preparation Clerk | | 15.98 |
| 01090 - Duplicating Machine Operator | | 15.98 |
| 01111 - General Clerk I | | 13.16*** |
| 01112 - General Clerk II | | 14.36*** |
| 01113 - General Clerk III | | 16.13 |

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| 01120 - Housing Referral Assistant | 19.76 |
| 01141 - Messenger Courier | 13.71*** |
| 01191 - Order Clerk I | 13.89*** |
| 01192 - Order Clerk II | 15.15 |
| 01261 - Personnel Assistant (Employment) I | 16.57 |
| 01262 - Personnel Assistant (Employment) II | 18.55 |
| 01263 - Personnel Assistant (Employment) III | 20.67 |
| 01270 - Production Control Clerk | 20.45 |
| 01290 - Rental Clerk | 13.09*** |
| 01300 - Scheduler Maintenance | 15.84 |
| 01311 - Secretary I | 15.84 |
| 01312 - Secretary II | 17.73 |
| 01313 - Secretary III | 19.76 |
| 01320 - Service Order Dispatcher | 15.79 |
| 01410 - Supply Technician | 24.35 |
| 01420 - Survey Worker | 15.63 |
| 01460 - Switchboard Operator/Receptionist | 13.70*** |
| 01531 - Travel Clerk I | 15.44 |
| 01532 - Travel Clerk II | 16.75 |
| 01533 - Travel Clerk III | 18.01 |
| 01611 - Word Processor I | 14.17*** |
| 01612 - Word Processor II | 15.91 |
| 01613 - Word Processor III | 17.80 |
| 05000 - Automotive Service Occupations | |
| 05005 - Automobile Body Repairer Fiberglass | 18.27 |
| 05010 - Automotive Electrician | 18.88 |
| 05040 - Automotive Glass Installer | 17.62 |
| 05070 - Automotive Worker | 17.62 |
| 05110 - Mobile Equipment Servicer | 15.18 |
| 05130 - Motor Equipment Metal Mechanic | 20.12 |
| 05160 - Motor Equipment Metal Worker | 17.62 |
| 05190 - Motor Vehicle Mechanic | 20.12 |
| 05220 - Motor Vehicle Mechanic Helper | 13.97*** |
| 05250 - Motor Vehicle Upholstery Worker | 16.42 |
| 05280 - Motor Vehicle Wrecker | 17.62 |
| 05310 - Painter Automotive | 18.88 |
| 05340 - Radiator Repair Specialist | 17.62 |
| 05370 - Tire Repairer | 13.08*** |
| 05400 - Transmission Repair Specialist | 20.12 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 14.42*** |
| 07041 - Cook I | 12.62*** |
| 07042 - Cook II | 14.64*** |
| 07070 - Dishwasher | 11.47*** |
| 07130 - Food Service Worker | 12.48*** |
| 07210 - Meat Cutter | 18.52 |
| 07260 - Waiter/Waitress | 10.43*** |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 16.42 |
| 09040 - Furniture Handler | 11.92*** |
| 09080 - Furniture Refinisher | 16.42 |
| 09090 - Furniture Refinisher Helper | 12.15*** |
| 09110 - Furniture Repairer Minor | 14.28*** |
| 09130 - Upholsterer | 16.90 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner Vehicles | 10.41*** |
| 11060 - Elevator Operator | 11.43*** |
| 11090 - Gardener | 17.15 |
| 11122 - Housekeeping Aide | 11.43*** |
| 11150 - Janitor | 11.43*** |
| 11210 - Laborer Grounds Maintenance | 12.97*** |
| 11240 - Maid or Houseman | 11.13*** |
| 11260 - Pruner | 11.52*** |
| 11270 - Tractor Operator | 15.77 |
| 11330 - Trail Maintenance Worker | 12.97*** |

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| 11360 - Window Cleaner | 12.87*** |
| 12000 - Health Occupations | |
| 12010 Ambulance Driver | 17.46 |
| 12011 - Breath Alcohol Technician | 18.93 |
| 12012 - Certified Occupational Therapist Assistant | 31.33 |
| 12015 - Certified Physical Therapist Assistant | 30.39 |
| 12020 Dental Assistant | 17.33 |
| 12025 - Dental Hygienist | 30.22 |
| 12030 - EKG Technician | 25.43 |
| 12035 - Electroneurodiagnostic Technologist | 25.43 |
| 12040 Emergency Medical Technician | 17.46 |
| 12071 - Licensed Practical Nurse I | 16.93 |
| 12072 - Licensed Practical Nurse II | 18.93 |
| 12073 - Licensed Practical Nurse III | 21.10 |
| 12100 Medical Assistant | 14.88*** |
| 12130 - Medical Laboratory Technician | 24.12 |
| 12160 - Medical Record Clerk | 16.11 |
| 12190 - Medical Record Technician | 18.01 |
| 12195 Medical Transcriptionist | 16.94 |
| 12210 - Nuclear Medicine Technologist | 40.64 |
| 12221 - Nursing Assistant I | 12.09*** |
| 12222 - Nursing Assistant II | 13.59*** |
| 12223 Nursing Assistant III | 14.83*** |
| 12224 - Nursing Assistant IV | 16.64 |
| 12235 - Optical Dispenser | 21.07 |
| 12236 - Optical Technician | 16.07 |
| 12250 Pharmacy Technician | 14.35*** |
| 12280 - Phlebotomist | 14.90*** |
| 12305 - Radiologic Technologist | 24.74 |
| 12311 - Registered Nurse I | 23.12 |
| 12312 Registered Nurse II | 28.28 |
| 12313 - Registered Nurse II Specialist | 28.28 |
| 12314 - Registered Nurse III | 34.22 |
| 12315 - Registered Nurse III Anesthetist | 34.22 |
| 12316 Registered Nurse IV | 41.01 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 23.45 |
| 12320 - Substance Abuse Treatment Counselor | 21.39 |
| 13000 - Information And Arts Occupations | |
| 13011 Exhibits Specialist I | 19.78 |
| 13012 - Exhibits Specialist II | 24.57 |
| 13013 - Exhibits Specialist III | 30.06 |
| 13041 - Illustrator I | 19.78 |
| 13042 Illustrator II | 24.57 |
| 13043 - Illustrator III | 30.06 |
| 13047 - Librarian | 27.69 |
| 13050 - Library Aide/Clerk | 14.03*** |
| 13054 Library Information Technology Systems Administrator | 24.57 |
| 13058 - Library Technician | 16.60 |
| 13061 - Media Specialist I | 17.63 |
| 13062 Media Specialist II | 19.73 |
| 13063 - Media Specialist III | 22.00 |
| 13071 - Photographer I | 17.13 |
| 13072 - Photographer II | 19.43 |
| 13073 Photographer III | 24.33 |
| 13074 - Photographer IV | 29.77 |
| 13075 - Photographer V | 36.02 |
| 13090 - Technical Order Library Clerk | 17.63 |
| 13110 Video Teleconference Technician | 15.69 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 16.41 |
| 14042 - Computer Operator II | 18.72 |
| 14043 Computer Operator III | 21.41 |
| 14044 - Computer Operator IV | 23.73 |
| 14045 - Computer Operator V | 26.32 |

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| 14071 - Computer Programmer I | (see 1) | 18.74 |
| 14072 - Computer Programmer II | (see 1) | 23.63 |
| 14073 - Computer Programmer III | (see 1) | 27.44 |
| 14074 - Computer Programmer IV | (see 1) | |
| 14101 - Computer Systems Analyst I | (see 1) | |
| 14102 - Computer Systems Analyst II | (see 1) | |
| 14103 - Computer Systems Analyst III | (see 1) | |
| 14150 - Peripheral Equipment Operator | | 16.41 |
| 14160 - Personal Computer Support Technician | | 23.73 |
| 14170 - System Support Specialist | | 27.20 |
| 15000 - Instructional Occupations | | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | | 29.74 |
| 15020 - Aircrew Training Devices Instructor (Rated) | | 35.99 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | | 43.14 |
| 15050 - Computer Based Training Specialist / Instructor | | 29.74 |
| 15060 - Educational Technologist | | 27.56 |
| 15070 - Flight Instructor (Pilot) | | 43.14 |
| 15080 - Graphic Artist | | 21.35 |
| 15085 - Maintenance Test Pilot Fixed Jet/Prop | | 43.14 |
| 15086 - Maintenance Test Pilot Rotary Wing | | 43.14 |
| 15088 - Non-Maintenance Test/Co-Pilot | | 43.14 |
| 15090 - Technical Instructor | | 19.01 |
| 15095 - Technical Instructor/Course Developer | | 23.25 |
| 15110 - Test Proctor | | 15.35 |
| 15120 - Tutor | | 15.35 |
| 16000 - Laundry Dry-Cleaning Pressing And Related Occupations | | |
| 16010 - Assembler | | 10.15*** |
| 16030 - Counter Attendant | | 10.15*** |
| 16040 - Dry Cleaner | | 12.95*** |
| 16070 - Finisher Flatwork Machine | | 10.15*** |
| 16090 - Presser Hand | | 10.15*** |
| 16110 - Presser Machine Drycleaning | | 10.15*** |
| 16130 - Presser Machine Shirts | | 10.15*** |
| 16160 - Presser Machine Wearing Apparel Laundry | | 10.15*** |
| 16190 - Sewing Machine Operator | | 13.81*** |
| 16220 - Tailor | | 14.65*** |
| 16250 - Washer Machine | | 11.05*** |
| 19000 - Machine Tool Operation And Repair Occupations | | |
| 19010 - Machine-Tool Operator (Tool Room) | | 19.38 |
| 19040 - Tool And Die Maker | | 24.43 |
| 21000 - Materials Handling And Packing Occupations | | |
| 21020 - Forklift Operator | | 16.73 |
| 21030 - Material Coordinator | | 20.45 |
| 21040 - Material Expediter | | 20.45 |
| 21050 - Material Handling Laborer | | 13.21*** |
| 21071 - Order Filler | | 13.43*** |
| 21080 - Production Line Worker (Food Processing) | | 16.73 |
| 21110 - Shipping Packer | | 14.73*** |
| 21130 - Shipping/Receiving Clerk | | 14.73*** |
| 21140 - Store Worker I | | 11.28*** |
| 21150 - Stock Clerk | | 16.14 |
| 21210 - Tools And Parts Attendant | | 16.73 |
| 21410 - Warehouse Specialist | | 16.73 |
| 23000 - Mechanics And Maintenance And Repair Occupations | | |
| 23010 - Aerospace Structural Welder | | 27.41 |
| 23019 - Aircraft Logs and Records Technician | | 21.11 |
| 23021 - Aircraft Mechanic I | | 25.86 |
| 23022 - Aircraft Mechanic II | | 27.41 |
| 23023 - Aircraft Mechanic III | | 29.01 |
| 23040 - Aircraft Mechanic Helper | | 17.95 |
| 23050 - Aircraft Painter | | 24.27 |
| 23060 - Aircraft Servicer | | 21.11 |
| 23070 - Aircraft Survival Flight Equipment Technician | | 24.27 |
| 23080 - Aircraft Worker | | 22.65 |
| 23091 - Aircrew Life Support Equipment (ALSE) Mechanic | | 22.65 |

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| 23092 - Aircrew Life Support Equipment (ALSE) Mechanic | 25.86 |
| II | |
| 23110 - Appliance Mechanic | 19.38 |
| 23120 - Bicycle Repairer | 15.59 |
| 23125 - Cable Splicer | 24.99 |
| 23130 - Carpenter Maintenance | 17.62 |
| 23140 - Carpet Layer | 18.09 |
| 23160 - Electrician Maintenance | 19.18 |
| 23181 - Electronics Technician Maintenance I | 20.54 |
| 23182 - Electronics Technician Maintenance II | 21.88 |
| 23183 - Electronics Technician Maintenance III | 23.21 |
| 23260 - Fabric Worker | 16.85 |
| 23290 - Fire Alarm System Mechanic | 20.65 |
| 23310 - Fire Extinguisher Repairer | 15.59 |
| 23311 - Fuel Distribution System Mechanic | 20.65 |
| 23312 - Fuel Distribution System Operator | 15.59 |
| 23370 - General Maintenance Worker | 14.95*** |
| 23380 - Ground Support Equipment Mechanic | 25.86 |
| 23381 - Ground Support Equipment Servicer | 21.11 |
| 23382 - Ground Support Equipment Worker | 22.65 |
| 23391 - Gunsmith I | 15.59 |
| 23392 - Gunsmith II | 18.09 |
| 23393 - Gunsmith III | 20.65 |
| 23410 - Heating Ventilation And Air-Conditioning Mechanic | 20.32 |
| 23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) | 21.54 |
| 23430 - Heavy Equipment Mechanic | 20.00 |
| 23440 - Heavy Equipment Operator | 18.07 |
| 23460 - Instrument Mechanic | 20.65 |
| 23465 - Laboratory/Shelter Mechanic | 19.38 |
| 23470 - Laborer | 13.21*** |
| 23510 - Locksmith | 16.90 |
| 23530 - Machinery Maintenance Mechanic | 22.79 |
| 23550 - Machinist Maintenance | 19.02 |
| 23580 - Maintenance Trades Helper | 12.23*** |
| 23591 - Metrology Technician I | 20.65 |
| 23592 - Metrology Technician II | 21.89 |
| 23593 - Metrology Technician III | 23.17 |
| 23640 - Millwright | 20.65 |
| 23710 - Office Appliance Repairer | 18.14 |
| 23760 - Painter Maintenance | 14.97*** |
| 23790 - Pipefitter Maintenance | 20.10 |
| 23810 - Plumber Maintenance | 18.86 |
| 23820 - Pneudraulic Systems Mechanic | 20.65 |
| 23850 - Rigger | 24.81 |
| 23870 - Scale Mechanic | 18.09 |
| 23890 - Sheet-Metal Worker Maintenance | 20.49 |
| 23910 - Small Engine Mechanic | 18.50 |
| 23931 - Telecommunications Mechanic I | 26.80 |
| 23932 - Telecommunications Mechanic II | 28.40 |
| 23950 - Telephone Lineman | 20.21 |
| 23960 - Welder Combination Maintenance | 17.79 |
| 23965 - Well Driller | 20.65 |
| 23970 - Woodcraft Worker | 20.65 |
| 23980 - Woodworker | 15.59 |
| 24000 - Personal Needs Occupations | |
| 24550 - Case Manager | 15.08 |
| 24570 - Child Care Attendant | 11.11*** |
| 24580 - Child Care Center Clerk | 13.85*** |
| 24610 - Chore Aide | 11.95*** |
| 24620 - Family Readiness And Support Services Coordinator | 15.08 |
| 24630 - Homemaker | 15.08 |

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| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 21.50 |
| 25040 - Sewage Plant Operator | 20.71 |
| 25070 - Stationary Engineer | 21.50 |
| 25190 - Ventilation Equipment Tender | 14.93*** |
| 25210 - Water Treatment Plant Operator | 20.71 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 17.65 |
| 27007 - Baggage Inspector | 11.79*** |
| 27008 - Corrections Officer | 17.91 |
| 27010 - Court Security Officer | 17.85 |
| 27030 - Detection Dog Handler | 13.20*** |
| 27040 - Detention Officer | 17.91 |
| 27070 - Firefighter | 17.65 |
| 27101 - Guard I | 11.79*** |
| 27102 - Guard II | 13.20*** |
| 27131 - Police Officer I | 19.89 |
| 27132 - Police Officer II | 22.10 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 15.14 |
| 28042 - Carnival Equipment Repairer | 16.47 |
| 28043 - Carnival Worker | 11.06*** |
| 28210 - Gate Attendant/Gate Tender | 15.51 |
| 28310 - Lifeguard | 13.41*** |
| 28350 - Park Attendant (Aide) | 17.36 |
| 28510 - Recreation Aide/Health Facility Attendant | 12.67*** |
| 28515 - Recreation Specialist | 21.50 |
| 28630 - Sports Official | 13.82*** |
| 28690 - Swimming Pool Operator | 19.11 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 20.12 |
| 29020 - Hatch Tender | 20.12 |
| 29030 - Line Handler | 20.12 |
| 29041 - Stevedore I | 18.58 |
| 29042 - Stevedore II | 21.54 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist Center (HFO) (see 2) | 40.29 |
| 30011 - Air Traffic Control Specialist Station (HFO) (see 2) | 27.78 |
| 30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) | 30.59 |
| 30021 - Archeological Technician I | 18.06 |
| 30022 - Archeological Technician II | 20.72 |
| 30023 - Archeological Technician III | 25.08 |
| 30030 - Cartographic Technician | 25.08 |
| 30040 - Civil Engineering Technician | 25.99 |
| 30051 - Cryogenic Technician I | 27.34 |
| 30052 - Cryogenic Technician II | 30.20 |
| 30061 - Drafter/CAD Operator I | 17.81 |
| 30062 - Drafter/CAD Operator II | 20.55 |
| 30063 - Drafter/CAD Operator III | 22.84 |
| 30064 - Drafter/CAD Operator IV | 27.34 |
| 30081 - Engineering Technician I | 15.04 |
| 30082 - Engineering Technician II | 17.62 |
| 30083 - Engineering Technician III | 20.31 |
| 30084 - Engineering Technician IV | 24.79 |
| 30085 - Engineering Technician V | 30.21 |
| 30086 - Engineering Technician VI | 36.60 |
| 30090 - Environmental Technician | 24.68 |
| 30095 - Evidence Control Specialist | 24.68 |
| 30210 - Laboratory Technician | 18.07 |
| 30221 - Latent Fingerprint Technician I | 27.34 |
| 30222 - Latent Fingerprint Technician II | 30.20 |
| 30240 - Mathematical Technician | 25.08 |
| 30361 - Paralegal/Legal Assistant I | 20.67 |
| 30362 - Paralegal/Legal Assistant II | 25.61 |
| 30363 - Paralegal/Legal Assistant III | 31.32 |

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| 30364 - Paralegal/Legal Assistant IV | 37.91 |
| 30375 - Petroleum Supply Specialist | 30.20 |
| 30390 - Photo-Optics Technician | 25.08 |
| 30395 - Radiation Control Technician | 30.20 |
| 30461 - Technical Writer I | 24.79 |
| 30462 - Technical Writer II | 30.21 |
| 30463 - Technical Writer III | 35.58 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 25.60 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 30.98 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 37.13 |
| 30494 - Unexploded (UXO) Safety Escort | 25.60 |
| 30495 - Unexploded (UXO) Sweep Personnel | 25.60 |
| 30501 - Weather Forecaster I | 27.34 |
| 30502 - Weather Forecaster II | 33.26 |
| 30620 - Weather Observer Combined Upper Air Or | (see 2) 22.84 |
| Surface Programs | |
| 30621 - Weather Observer Senior | (see 2) 24.68 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31010 - Airplane Pilot | 30.98 |
| 31020 - Bus Aide | 12.66*** |
| 31030 - Bus Driver | 17.22 |
| 31043 - Driver Courier | 14.74*** |
| 31260 - Parking and Lot Attendant | 10.75*** |
| 31290 - Shuttle Bus Driver | 16.41 |
| 31310 - Taxi Driver | 15.55 |
| 31361 - Truckdriver Light | 16.03 |
| 31362 - Truckdriver Medium | 17.33 |
| 31363 - Truckdriver Heavy | 18.59 |
| 31364 - Truckdriver Tractor-Trailer | 18.59 |
| 99000 - Miscellaneous Occupations | |
| 99020 - Cabin Safety Specialist | 15.10 |
| 99030 - Cashier | 11.24*** |
| 99050 - Desk Clerk | 11.13*** |
| 99095 - Embalmer | 25.34 |
| 99130 - Flight Follower | 25.60 |
| 99251 - Laboratory Animal Caretaker I | 14.07*** |
| 99252 - Laboratory Animal Caretaker II | 15.30 |
| 99260 - Marketing Analyst | 26.43 |
| 99310 - Mortician | 25.34 |
| 99410 - Pest Controller | 18.00 |
| 99510 - Photofinishing Worker | 14.20*** |
| 99710 - Recycling Laborer | 19.32 |
| 99711 - Recycling Specialist | 23.49 |
| 99730 - Refuse Collector | 17.16 |
| 99810 - Sales Clerk | 13.44*** |
| 99820 - School Crossing Guard | 12.61*** |
| 99830 - Survey Party Chief | 20.48 |
| 99831 - Surveying Aide | 13.43*** |
| 99832 - Surveying Technician | 18.37 |
| 99840 - Vending Machine Attendant | 17.73 |
| 99841 - Vending Machine Repairer | 22.37 |
| 99842 - Vending Machine Repairer Helper | 17.73 |

***Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 (\$15.00 per hour) or 13658 (\$11.25 per hour). Please see the Note at the top of the wage determination for more information. Please also note that the minimum wage requirements of Executive Order 14026 and 13658 are not currently being enforced as to contracts or contract-like instruments entered into with the federal government in connection with seasonal recreational services or seasonal recreational equipment rental for the general public on federal lands.

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.60 per hour up to 40 hours per week or \$184.00 per week or \$797.33 per month

HEALTH & WELFARE EO 13706: \$4.23 per hour up to 40 hours per week or \$169.20 per week or \$733.20 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 10 years and 4 after 20 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Juneteenth National Independence Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than \$27.63 (or on a salary or fee basis at a rate not less than \$455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541.400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds \$27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees

who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

**** HAZARDOUS PAY DIFFERENTIAL ****

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary

affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However in those instances where the uniforms furnished are made of "wash and wear" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

**** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS ****

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

**** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) ****

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR 4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).
- 4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

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| "REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor | U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210 Wage Determination No.: 2015-4515 Revision No.: 20 Date Of Last Revision: 03/15/2022 |
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Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

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| If the contract is entered into on or after January 30 2022 or the contract is renewed or extended (e.g. an option is exercised) on or after January 30 2022: | With certain exceptions Executive Order 14026 applies to the contract. The contractor must pay all covered workers at least \$15.00 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in 2022. |
| If the contract was awarded on or between January 1 2015 and January 29 2022 and the contract is not renewed or extended on or after January 30 2022: | With certain exceptions Executive Order 13658 applies to the contract. The contractor must pay all covered workers at least \$11.25 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in 2022. |

The applicable Executive Order minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the Executive Orders is available at <https://www.dol.gov/agencies/whd/government-contracts>.

State: Georgia

Area: Georgia Counties of Camden Charlton Pierce

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|----------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 14.40*** |
| 01012 - Accounting Clerk II | | 16.16 |
| 01013 - Accounting Clerk III | | 18.08 |
| 01020 - Administrative Assistant | | 24.40 |
| 01035 - Court Reporter | | 15.35 |
| 01041 - Customer Service Representative I | | 11.65*** |
| 01042 - Customer Service Representative II | | 13.10*** |
| 01043 - Customer Service Representative III | | 14.30*** |
| 01051 - Data Entry Operator I | | 12.68*** |
| 01052 - Data Entry Operator II | | 14.22*** |
| 01060 - Dispatcher Motor Vehicle | | 20.01 |
| 01070 - Document Preparation Clerk | | 12.22*** |
| 01090 - Duplicating Machine Operator | | 12.22*** |
| 01111 - General Clerk I | | 12.71*** |
| 01112 - General Clerk II | | 13.86*** |
| 01113 - General Clerk III | | 18.09 |

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| 01120 - Housing Referral Assistant | 17.11 |
| 01141 - Messenger Courier | 13.18*** |
| 01191 - Order Clerk I | 12.89*** |
| 01192 - Order Clerk II | 14.06*** |
| 01261 - Personnel Assistant (Employment) I | 15.42 |
| 01262 - Personnel Assistant (Employment) II | 17.24 |
| 01263 - Personnel Assistant (Employment) III | 19.22 |
| 01270 - Production Control Clerk | 25.81 |
| 01290 - Rental Clerk | 13.44*** |
| 01300 - Scheduler Maintenance | 13.72*** |
| 01311 - Secretary I | 13.72*** |
| 01312 - Secretary II | 15.35 |
| 01313 - Secretary III | 17.11 |
| 01320 - Service Order Dispatcher | 17.90 |
| 01410 - Supply Technician | 24.40 |
| 01420 - Survey Worker | 15.50 |
| 01460 - Switchboard Operator/Receptionist | 12.47*** |
| 01531 - Travel Clerk I | 13.68*** |
| 01532 - Travel Clerk II | 14.84*** |
| 01533 - Travel Clerk III | 15.96 |
| 01611 - Word Processor I | 12.58*** |
| 01612 - Word Processor II | 15.29 |
| 01613 - Word Processor III | 17.11 |
| 05000 - Automotive Service Occupations | |
| 05005 - Automobile Body Repairer Fiberglass | 21.22 |
| 05010 - Automotive Electrician | 17.46 |
| 05040 - Automotive Glass Installer | 16.55 |
| 05070 - Automotive Worker | 16.55 |
| 05110 - Mobile Equipment Servicer | 14.61*** |
| 05130 - Motor Equipment Metal Mechanic | 18.39 |
| 05160 - Motor Equipment Metal Worker | 16.55 |
| 05190 - Motor Vehicle Mechanic | 18.39 |
| 05220 - Motor Vehicle Mechanic Helper | 13.66*** |
| 05250 - Motor Vehicle Upholstery Worker | 15.59 |
| 05280 - Motor Vehicle Wrecker | 16.55 |
| 05310 - Painter Automotive | 17.46 |
| 05340 - Radiator Repair Specialist | 16.55 |
| 05370 - Tire Repairer | 12.32*** |
| 05400 - Transmission Repair Specialist | 18.39 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 11.75*** |
| 07041 - Cook I | 11.43*** |
| 07042 - Cook II | 12.95*** |
| 07070 - Dishwasher | 9.20*** |
| 07130 - Food Service Worker | 10.56*** |
| 07210 - Meat Cutter | 13.65*** |
| 07260 - Waiter/Waitress | 9.87*** |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 16.52 |
| 09040 - Furniture Handler | 10.58*** |
| 09080 - Furniture Refinisher | 16.52 |
| 09090 - Furniture Refinisher Helper | 12.29*** |
| 09110 - Furniture Repairer Minor | 14.40*** |
| 09130 - Upholsterer | 16.52 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner Vehicles | 10.26*** |
| 11060 - Elevator Operator | 11.05*** |
| 11090 - Gardener | 17.81 |
| 11122 - Housekeeping Aide | 11.17*** |
| 11150 - Janitor | 11.17*** |
| 11210 - Laborer Grounds Maintenance | 14.37*** |
| 11240 - Maid or Houseman | 9.26*** |
| 11260 - Pruner | 12.78*** |
| 11270 - Tractor Operator | 16.84 |
| 11330 - Trail Maintenance Worker | 14.37*** |

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| 11360 - Window Cleaner | 12.59*** |
| 12000 - Health Occupations | |
| 12010 Ambulance Driver | 16.67 |
| 12011 - Breath Alcohol Technician | 18.02 |
| 12012 - Certified Occupational Therapist Assistant | 30.22 |
| 12015 - Certified Physical Therapist Assistant | 28.48 |
| 12020 Dental Assistant | 16.28 |
| 12025 - Dental Hygienist | 30.13 |
| 12030 - EKG Technician | 29.91 |
| 12035 - Electroneurodiagnostic Technologist | 29.91 |
| 12040 Emergency Medical Technician | 16.67 |
| 12071 - Licensed Practical Nurse I | 16.12 |
| 12072 - Licensed Practical Nurse II | 18.02 |
| 12073 - Licensed Practical Nurse III | 20.09 |
| 12100 Medical Assistant | 13.98*** |
| 12130 - Medical Laboratory Technician | 23.01 |
| 12160 - Medical Record Clerk | 15.27 |
| 12190 - Medical Record Technician | 17.82 |
| 12195 Medical Transcriptionist | 15.65 |
| 12210 - Nuclear Medicine Technologist | 39.60 |
| 12221 - Nursing Assistant I | 11.31*** |
| 12222 - Nursing Assistant II | 12.71*** |
| 12223 Nursing Assistant III | 13.87*** |
| 12224 - Nursing Assistant IV | 15.58 |
| 12235 - Optical Dispenser | 19.34 |
| 12236 - Optical Technician | 16.12 |
| 12250 Pharmacy Technician | 14.44*** |
| 12280 - Phlebotomist | 14.29*** |
| 12305 - Radiologic Technologist | 26.39 |
| 12311 - Registered Nurse I | 24.16 |
| 12312 Registered Nurse II | 29.55 |
| 12313 - Registered Nurse II Specialist | 29.55 |
| 12314 - Registered Nurse III | 35.76 |
| 12315 - Registered Nurse III Anesthetist | 35.76 |
| 12316 Registered Nurse IV | 42.85 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 22.32 |
| 12320 - Substance Abuse Treatment Counselor | 20.06 |
| 13000 - Information And Arts Occupations | |
| 13011 Exhibits Specialist I | 21.41 |
| 13012 - Exhibits Specialist II | 26.52 |
| 13013 - Exhibits Specialist III | 32.44 |
| 13041 - Illustrator I | 21.41 |
| 13042 Illustrator II | 26.52 |
| 13043 - Illustrator III | 32.44 |
| 13047 - Librarian | 29.37 |
| 13050 - Library Aide/Clerk | 13.64*** |
| 13054 Library Information Technology Systems Administrator | 26.52 |
| 13058 - Library Technician | 13.25*** |
| 13061 - Media Specialist I | 19.14 |
| 13062 Media Specialist II | 21.41 |
| 13063 - Media Specialist III | 23.86 |
| 13071 - Photographer I | 18.19 |
| 13072 - Photographer II | 20.50 |
| 13073 Photographer III | 25.21 |
| 13074 - Photographer IV | 30.83 |
| 13075 - Photographer V | 37.30 |
| 13090 - Technical Order Library Clerk | 18.40 |
| 13110 Video Teleconference Technician | 19.14 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 19.68 |
| 14042 - Computer Operator II | 22.00 |
| 14043 Computer Operator III | 24.84 |
| 14044 - Computer Operator IV | 30.48 |
| 14045 - Computer Operator V | 33.84 |

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| 14071 - Computer Programmer I | (see 1) | 24.20 |
| 14072 - Computer Programmer II | (see 1) | |
| 14073 - Computer Programmer III | (see 1) | |
| 14074 - Computer Programmer IV | (see 1) | |
| 14101 - Computer Systems Analyst I | (see 1) | |
| 14102 - Computer Systems Analyst II | (see 1) | |
| 14103 - Computer Systems Analyst III | (see 1) | |
| 14150 - Peripheral Equipment Operator | | 19.68 |
| 14160 - Personal Computer Support Technician | | 30.48 |
| 14170 - System Support Specialist | | 31.10 |
| 15000 - Instructional Occupations | | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | | 28.63 |
| 15020 - Aircrew Training Devices Instructor (Rated) | | 34.64 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | | 41.53 |
| 15050 - Computer Based Training Specialist / Instructor | | 28.63 |
| 15060 - Educational Technologist | | 29.23 |
| 15070 - Flight Instructor (Pilot) | | 41.53 |
| 15080 - Graphic Artist | | 22.77 |
| 15085 - Maintenance Test Pilot Fixed Jet/Prop | | 41.53 |
| 15086 - Maintenance Test Pilot Rotary Wing | | 41.53 |
| 15088 - Non-Maintenance Test/Co-Pilot | | 41.53 |
| 15090 - Technical Instructor | | 20.53 |
| 15095 - Technical Instructor/Course Developer | | 25.11 |
| 15110 - Test Proctor | | 16.56 |
| 15120 - Tutor | | 16.56 |
| 16000 - Laundry Dry-Cleaning Pressing And Related Occupations | | |
| 16010 - Assembler | | 10.04*** |
| 16030 - Counter Attendant | | 10.04*** |
| 16040 - Dry Cleaner | | 12.82*** |
| 16070 - Finisher Flatwork Machine | | 10.04*** |
| 16090 - Presser Hand | | 10.04*** |
| 16110 - Presser Machine Drycleaning | | 10.04*** |
| 16130 - Presser Machine Shirts | | 10.04*** |
| 16160 - Presser Machine Wearing Apparel Laundry | | 10.04*** |
| 16190 - Sewing Machine Operator | | 13.67*** |
| 16220 - Tailor | | 14.50*** |
| 16250 - Washer Machine | | 10.94*** |
| 19000 - Machine Tool Operation And Repair Occupations | | |
| 19010 - Machine-Tool Operator (Tool Room) | | 21.51 |
| 19040 - Tool And Die Maker | | 25.96 |
| 21000 - Materials Handling And Packing Occupations | | |
| 21020 - Forklift Operator | | 16.52 |
| 21030 - Material Coordinator | | 25.81 |
| 21040 - Material Expediter | | 25.81 |
| 21050 - Material Handling Laborer | | 12.93*** |
| 21071 - Order Filler | | 12.10*** |
| 21080 - Production Line Worker (Food Processing) | | 16.52 |
| 21110 - Shipping Packer | | 15.05 |
| 21130 - Shipping/Receiving Clerk | | 15.05 |
| 21140 - Store Worker I | | 13.33*** |
| 21150 - Stock Clerk | | 17.47 |
| 21210 - Tools And Parts Attendant | | 16.52 |
| 21410 - Warehouse Specialist | | 16.52 |
| 23000 - Mechanics And Maintenance And Repair Occupations | | |
| 23010 - Aerospace Structural Welder | | 31.64 |
| 23019 - Aircraft Logs and Records Technician | | 25.50 |
| 23021 - Aircraft Mechanic I | | 30.13 |
| 23022 - Aircraft Mechanic II | | 31.64 |
| 23023 - Aircraft Mechanic III | | 33.12 |
| 23040 - Aircraft Mechanic Helper | | 22.36 |
| 23050 - Aircraft Painter | | 28.61 |
| 23060 - Aircraft Servicer | | 25.50 |
| 23070 - Aircraft Survival Flight Equipment Technician | | 28.61 |
| 23080 - Aircraft Worker | | 27.09 |
| 23091 - Aircrew Life Support Equipment (ALSE) Mechanic | | 27.09 |

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| I | |
| 23092 - Aircrew Life Support Equipment (ALSE) Mechanic | 30.13 |
| II | |
| 23110 - Appliance Mechanic | 20.02 |
| 23120 - Bicycle Repairer | 16.72 |
| 23125 - Cable Splicer | 26.09 |
| 23130 - Carpenter Maintenance | 20.59 |
| 23140 - Carpet Layer | 18.95 |
| 23160 - Electrician Maintenance | 23.24 |
| 23181 - Electronics Technician Maintenance I | 26.59 |
| 23182 - Electronics Technician Maintenance II | 28.09 |
| 23183 - Electronics Technician Maintenance III | 29.58 |
| 23260 - Fabric Worker | 17.83 |
| 23290 - Fire Alarm System Mechanic | 21.08 |
| 23310 - Fire Extinguisher Repairer | 16.72 |
| 23311 - Fuel Distribution System Mechanic | 26.61 |
| 23312 - Fuel Distribution System Operator | 21.15 |
| 23370 - General Maintenance Worker | 16.01 |
| 23380 - Ground Support Equipment Mechanic | 30.13 |
| 23381 - Ground Support Equipment Servicer | 25.50 |
| 23382 - Ground Support Equipment Worker | 27.09 |
| 23391 - Gunsmith I | 16.81 |
| 23392 - Gunsmith II | 18.95 |
| 23393 - Gunsmith III | 21.08 |
| 23410 - Heating Ventilation And Air-Conditioning Mechanic | 19.33 |
| 23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) | 20.50 |
| 23430 - Heavy Equipment Mechanic | 26.42 |
| 23440 - Heavy Equipment Operator | 20.02 |
| 23460 - Instrument Mechanic | 24.25 |
| 23465 - Laboratory/Shelter Mechanic | 20.02 |
| 23470 - Laborer | 12.93*** |
| 23510 - Locksmith | 20.02 |
| 23530 - Machinery Maintenance Mechanic | 23.06 |
| 23550 - Machinist Maintenance | 19.57 |
| 23580 - Maintenance Trades Helper | 14.87*** |
| 23591 - Metrology Technician I | 24.25 |
| 23592 - Metrology Technician II | 25.81 |
| 23593 - Metrology Technician III | 27.31 |
| 23640 - Millwright | 20.59 |
| 23710 - Office Appliance Repairer | 21.11 |
| 23760 - Painter Maintenance | 21.56 |
| 23790 - Pipefitter Maintenance | 25.30 |
| 23810 - Plumber Maintenance | 24.04 |
| 23820 - Pneudraulic Systems Mechanic | 21.08 |
| 23850 - Rigger | 22.22 |
| 23870 - Scale Mechanic | 18.95 |
| 23890 - Sheet-Metal Worker Maintenance | 21.08 |
| 23910 - Small Engine Mechanic | 18.53 |
| 23931 - Telecommunications Mechanic I | 27.56 |
| 23932 - Telecommunications Mechanic II | 28.94 |
| 23950 - Telephone Lineman | 21.89 |
| 23960 - Welder Combination Maintenance | 18.39 |
| 23965 - Well Driller | 21.08 |
| 23970 - Woodcraft Worker | 21.08 |
| 23980 - Woodworker | 16.72 |
| 24000 - Personal Needs Occupations | |
| 24550 - Case Manager | 14.20*** |
| 24570 - Child Care Attendant | 9.49*** |
| 24580 - Child Care Center Clerk | 13.34*** |
| 24610 - Chore Aide | 10.38*** |
| 24620 - Family Readiness And Support Services Coordinator | 14.20*** |
| 24630 - Homemaker | 19.49 |

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| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 22.27 |
| 25040 - Sewage Plant Operator | 22.26 |
| 25070 - Stationary Engineer | 22.27 |
| 25190 - Ventilation Equipment Tender | 15.47 |
| 25210 - Water Treatment Plant Operator | 22.26 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 15.83 |
| 27007 - Baggage Inspector | 16.93 |
| 27008 - Corrections Officer | 15.87 |
| 27010 - Court Security Officer | 16.23 |
| 27030 - Detection Dog Handler | 19.31 |
| 27040 - Detention Officer | 15.87 |
| 27070 - Firefighter | 16.05 |
| 27101 - Guard I | 16.93 |
| 27102 - Guard II | 19.31 |
| 27131 - Police Officer I | 19.58 |
| 27132 - Police Officer II | 21.77 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 14.15*** |
| 28042 - Carnival Equipment Repairer | 15.14 |
| 28043 - Carnival Worker | 11.17*** |
| 28210 - Gate Attendant/Gate Tender | 15.96 |
| 28310 - Lifeguard | 12.42*** |
| 28350 - Park Attendant (Aide) | 17.86 |
| 28510 - Recreation Aide/Health Facility Attendant | 13.04*** |
| 28515 - Recreation Specialist | 22.12 |
| 28630 - Sports Official | 14.22*** |
| 28690 - Swimming Pool Operator | 17.61 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 26.41 |
| 29020 - Hatch Tender | 26.41 |
| 29030 - Line Handler | 26.41 |
| 29041 - Stevedore I | 24.85 |
| 29042 - Stevedore II | 27.90 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist Center (HFO) (see 2) | 40.29 |
| 30011 - Air Traffic Control Specialist Station (HFO) (see 2) | 27.78 |
| 30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) | 30.59 |
| 30021 - Archeological Technician I | 16.67 |
| 30022 - Archeological Technician II | 18.65 |
| 30023 - Archeological Technician III | 23.10 |
| 30030 - Cartographic Technician | 23.10 |
| 30040 - Civil Engineering Technician | 22.04 |
| 30051 - Cryogenic Technician I | 25.58 |
| 30052 - Cryogenic Technician II | 28.25 |
| 30061 - Drafter/CAD Operator I | 16.67 |
| 30062 - Drafter/CAD Operator II | 18.65 |
| 30063 - Drafter/CAD Operator III | 20.78 |
| 30064 - Drafter/CAD Operator IV | 25.58 |
| 30081 - Engineering Technician I | 15.07 |
| 30082 - Engineering Technician II | 16.71 |
| 30083 - Engineering Technician III | 20.34 |
| 30084 - Engineering Technician IV | 23.88 |
| 30085 - Engineering Technician V | 29.16 |
| 30086 - Engineering Technician VI | 35.34 |
| 30090 - Environmental Technician | 22.13 |
| 30095 - Evidence Control Specialist | 23.10 |
| 30210 - Laboratory Technician | 24.88 |
| 30221 - Latent Fingerprint Technician I | 25.58 |
| 30222 - Latent Fingerprint Technician II | 28.25 |
| 30240 - Mathematical Technician | 23.10 |
| 30361 - Paralegal/Legal Assistant I | 20.74 |
| 30362 - Paralegal/Legal Assistant II | 25.69 |
| 30363 - Paralegal/Legal Assistant III | 31.43 |

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| 30364 - Paralegal/Legal Assistant IV | 38.04 |
| 30375 - Petroleum Supply Specialist | 28.25 |
| 30390 - Photo-Optics Technician | 23.10 |
| 30395 - Radiation Control Technician | 28.25 |
| 30461 - Technical Writer I | 23.10 |
| 30462 - Technical Writer II | 28.25 |
| 30463 - Technical Writer III | 34.18 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 25.60 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 30.98 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 37.13 |
| 30494 - Unexploded (UXO) Safety Escort | 25.60 |
| 30495 - Unexploded (UXO) Sweep Personnel | 25.60 |
| 30501 - Weather Forecaster I | 25.58 |
| 30502 - Weather Forecaster II | 31.11 |
| 30620 - Weather Observer Combined Upper Air Or | (see 2) 20.78 |
| Surface Programs | |
| 30621 - Weather Observer Senior | (see 2) 23.10 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31010 - Airplane Pilot | 30.98 |
| 31020 - Bus Aide | 14.47*** |
| 31030 - Bus Driver | 19.55 |
| 31043 - Driver Courier | 15.45 |
| 31260 - Parking and Lot Attendant | 13.22*** |
| 31290 - Shuttle Bus Driver | 16.08 |
| 31310 - Taxi Driver | 12.61*** |
| 31361 - Truckdriver Light | 16.56 |
| 31362 - Truckdriver Medium | 18.16 |
| 31363 - Truckdriver Heavy | 20.78 |
| 31364 - Truckdriver Tractor-Trailer | 20.78 |
| 99000 - Miscellaneous Occupations | |
| 99020 - Cabin Safety Specialist | 15.10 |
| 99030 - Cashier | 9.49*** |
| 99050 - Desk Clerk | 9.66*** |
| 99095 - Embalmer | 24.27 |
| 99130 - Flight Follower | 25.60 |
| 99251 - Laboratory Animal Caretaker I | 13.73*** |
| 99252 - Laboratory Animal Caretaker II | 14.72*** |
| 99260 - Marketing Analyst | 25.82 |
| 99310 - Mortician | 24.27 |
| 99410 - Pest Controller | 17.77 |
| 99510 - Photofinishing Worker | 13.91*** |
| 99710 - Recycling Laborer | 15.26 |
| 99711 - Recycling Specialist | 19.47 |
| 99730 - Refuse Collector | 13.54*** |
| 99810 - Sales Clerk | 12.62*** |
| 99820 - School Crossing Guard | 14.69*** |
| 99830 - Survey Party Chief | 28.12 |
| 99831 - Surveying Aide | 15.94 |
| 99832 - Surveying Technician | 21.83 |
| 99840 - Vending Machine Attendant | 12.78*** |
| 99841 - Vending Machine Repairer | 16.09 |
| 99842 - Vending Machine Repairer Helper | 12.78*** |

***Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 (\$15.00 per hour) or 13658 (\$11.25 per hour). Please see the Note at the top of the wage determination for more information. Please also note that the minimum wage requirements of Executive Order 14026 and 13658 are not currently being enforced as to contracts or contract-like instruments entered into with the federal government in connection with seasonal recreational services or seasonal recreational equipment rental for the general public on federal lands.

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.60 per hour up to 40 hours per week or \$184.00 per week or \$797.33 per month

HEALTH & WELFARE EO 13706: \$4.23 per hour up to 40 hours per week or \$169.20 per week or \$733.20 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 8 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (See 29 CFR 4.173)

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Juneteenth National Independence Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than \$27.63 (or on a salary or fee basis at a rate not less than \$455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541.400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds \$27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees

who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

**** HAZARDOUS PAY DIFFERENTIAL ****

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary

affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However in those instances where the uniforms furnished are made of "wash and wear" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

**** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS ****

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

**** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) ****

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR 4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).
- 4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

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| "REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor | U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210 Wage Determination No.: 2015-5025 Revision No.: 17 Date Of Last Revision: 03/15/2022 |
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Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

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| If the contract is entered into on or after January 30 2022 or the contract is renewed or extended (e.g. an option is exercised) on or after January 30 2022: | With certain exceptions Executive Order 14026 applies to the contract. The contractor must pay all covered workers at least \$15.00 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in 2022. |
| If the contract was awarded on or between January 1 2015 and January 29 2022 and the contract is not renewed or extended on or after January 30 2022: | With certain exceptions Executive Order 13658 applies to the contract. The contractor must pay all covered workers at least \$11.25 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in 2022. |

The applicable Executive Order minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the Executive Orders is available at <https://www.dol.gov/agencies/whd/government-contracts>.

State: Illinois

Area: Illinois County of Kankakee

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|----------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 17.38 |
| 01012 - Accounting Clerk II | | 19.52 |
| 01013 - Accounting Clerk III | | 21.83 |
| 01020 - Administrative Assistant | | 28.01 |
| 01035 - Court Reporter | | 20.25 |
| 01041 - Customer Service Representative I | | 14.63*** |
| 01042 - Customer Service Representative II | | 15.97 |
| 01043 - Customer Service Representative III | | 17.94 |
| 01051 - Data Entry Operator I | | 14.81*** |
| 01052 - Data Entry Operator II | | 16.15 |
| 01060 - Dispatcher Motor Vehicle | | 22.93 |
| 01070 - Document Preparation Clerk | | 15.16 |
| 01090 - Duplicating Machine Operator | | 15.16 |
| 01111 - General Clerk I | | 14.64*** |
| 01112 - General Clerk II | | 15.98 |
| 01113 - General Clerk III | | 17.94 |

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| 01120 - Housing Referral Assistant | 22.12 |
| 01141 - Messenger Courier | 12.36*** |
| 01191 - Order Clerk I | 15.99 |
| 01192 - Order Clerk II | 17.58 |
| 01261 - Personnel Assistant (Employment) I | 17.84 |
| 01262 - Personnel Assistant (Employment) II | 19.95 |
| 01263 - Personnel Assistant (Employment) III | 22.24 |
| 01270 - Production Control Clerk | 24.90 |
| 01290 - Rental Clerk | 17.41 |
| 01300 - Scheduler Maintenance | 18.36 |
| 01311 - Secretary I | 18.36 |
| 01312 - Secretary II | 19.84 |
| 01313 - Secretary III | 22.12 |
| 01320 - Service Order Dispatcher | 21.04 |
| 01410 - Supply Technician | 28.01 |
| 01420 - Survey Worker | 19.19 |
| 01460 - Switchboard Operator/Receptionist | 13.53*** |
| 01531 - Travel Clerk I | 14.48*** |
| 01532 - Travel Clerk II | 15.67 |
| 01533 - Travel Clerk III | 16.97 |
| 01611 - Word Processor I | 15.50 |
| 01612 - Word Processor II | 17.41 |
| 01613 - Word Processor III | 19.47 |
| 05000 - Automotive Service Occupations | |
| 05005 - Automobile Body Repairer Fiberglass | 27.83 |
| 05010 - Automotive Electrician | 24.51 |
| 05040 - Automotive Glass Installer | 23.47 |
| 05070 - Automotive Worker | 23.47 |
| 05110 - Mobile Equipment Servicer | 21.37 |
| 05130 - Motor Equipment Metal Mechanic | 28.12 |
| 05160 - Motor Equipment Metal Worker | 23.47 |
| 05190 - Motor Vehicle Mechanic | 28.63 |
| 05220 - Motor Vehicle Mechanic Helper | 20.28 |
| 05250 - Motor Vehicle Upholstery Worker | 22.45 |
| 05280 - Motor Vehicle Wrecker | 23.47 |
| 05310 - Painter Automotive | 23.47 |
| 05340 - Radiator Repair Specialist | 23.47 |
| 05370 - Tire Repairer | 17.01 |
| 05400 - Transmission Repair Specialist | 28.12 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 17.90 |
| 07041 - Cook I | 14.43*** |
| 07042 - Cook II | 15.77 |
| 07070 - Dishwasher | 11.36*** |
| 07130 - Food Service Worker | 11.54*** |
| 07210 - Meat Cutter | 15.79 |
| 07260 - Waiter/Waitress | 12.02*** |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 31.01 |
| 09040 - Furniture Handler | 20.69 |
| 09080 - Furniture Refinisher | 31.01 |
| 09090 - Furniture Refinisher Helper | 24.30 |
| 09110 - Furniture Repairer Minor | 27.71 |
| 09130 - Upholsterer | 31.01 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner Vehicles | 13.52*** |
| 11060 - Elevator Operator | 14.10*** |
| 11090 - Gardener | 16.87 |
| 11122 - Housekeeping Aide | 14.10*** |
| 11150 - Janitor | 14.10*** |
| 11210 - Laborer Grounds Maintenance | 13.50*** |
| 11240 - Maid or Houseman | 13.40*** |
| 11260 - Pruner | 12.35*** |
| 11270 - Tractor Operator | 15.80 |
| 11330 - Trail Maintenance Worker | 13.50*** |

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| 11360 - Window Cleaner | 15.40 |
| 12000 - Health Occupations | |
| 12010 Ambulance Driver | 23.01 |
| 12011 - Breath Alcohol Technician | 23.01 |
| 12012 - Certified Occupational Therapist Assistant | 31.57 |
| 12015 - Certified Physical Therapist Assistant | 30.94 |
| 12020 Dental Assistant | 18.94 |
| 12025 - Dental Hygienist | 35.17 |
| 12030 - EKG Technician | 34.87 |
| 12035 - Electroneurodiagnostic Technologist | 34.87 |
| 12040 Emergency Medical Technician | 23.01 |
| 12071 - Licensed Practical Nurse I | 20.58 |
| 12072 - Licensed Practical Nurse II | 23.01 |
| 12073 - Licensed Practical Nurse III | 25.65 |
| 12100 Medical Assistant | 16.51 |
| 12130 - Medical Laboratory Technician | 23.18 |
| 12160 - Medical Record Clerk | 20.88 |
| 12190 - Medical Record Technician | 23.35 |
| 12195 Medical Transcriptionist | 20.58 |
| 12210 - Nuclear Medicine Technologist | 50.57 |
| 12221 - Nursing Assistant I | 12.83*** |
| 12222 - Nursing Assistant II | 14.43*** |
| 12223 Nursing Assistant III | 15.74 |
| 12224 - Nursing Assistant IV | 17.67 |
| 12235 - Optical Dispenser | 22.28 |
| 12236 - Optical Technician | 20.58 |
| 12250 Pharmacy Technician | 15.58 |
| 12280 - Phlebotomist | 20.58 |
| 12305 - Radiologic Technologist | 32.01 |
| 12311 - Registered Nurse I | 29.17 |
| 12312 Registered Nurse II | 32.81 |
| 12313 - Registered Nurse II Specialist | 32.81 |
| 12314 - Registered Nurse III | 39.70 |
| 12315 - Registered Nurse III Anesthetist | 39.70 |
| 12316 Registered Nurse IV | 47.59 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 28.51 |
| 12320 - Substance Abuse Treatment Counselor | 25.89 |
| 13000 - Information And Arts Occupations | |
| 13011 Exhibits Specialist I | 21.51 |
| 13012 - Exhibits Specialist II | 26.65 |
| 13013 - Exhibits Specialist III | 32.46 |
| 13041 - Illustrator I | 22.03 |
| 13042 Illustrator II | 27.53 |
| 13043 - Illustrator III | 32.62 |
| 13047 - Librarian | 33.74 |
| 13050 - Library Aide/Clerk | 14.14*** |
| 13054 Library Information Technology Systems Administrator | 29.74 |
| 13058 - Library Technician | 18.22 |
| 13061 - Media Specialist I | 21.16 |
| 13062 Media Specialist II | 23.66 |
| 13063 - Media Specialist III | 26.39 |
| 13071 - Photographer I | 19.24 |
| 13072 - Photographer II | 21.51 |
| 13073 Photographer III | 26.65 |
| 13074 - Photographer IV | 32.46 |
| 13075 - Photographer V | 35.76 |
| 13090 - Technical Order Library Clerk | 17.35 |
| 13110 Video Teleconference Technician | 17.89 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 18.68 |
| 14042 - Computer Operator II | 20.89 |
| 14043 Computer Operator III | 23.28 |
| 14044 - Computer Operator IV | 25.88 |
| 14045 - Computer Operator V | 28.66 |

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| 14071 - Computer Programmer I | (see 1) | 25.49 |
| 14072 - Computer Programmer II | (see 1) | |
| 14073 - Computer Programmer III | (see 1) | |
| 14074 - Computer Programmer IV | (see 1) | |
| 14101 - Computer Systems Analyst I | (see 1) | |
| 14102 - Computer Systems Analyst II | (see 1) | |
| 14103 - Computer Systems Analyst III | (see 1) | |
| 14150 - Peripheral Equipment Operator | | 18.68 |
| 14160 - Personal Computer Support Technician | | 25.88 |
| 14170 - System Support Specialist | | 28.71 |
| 15000 - Instructional Occupations | | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | | 36.22 |
| 15020 - Aircrew Training Devices Instructor (Rated) | | 41.82 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | | 46.94 |
| 15050 - Computer Based Training Specialist / Instructor | | 36.22 |
| 15060 - Educational Technologist | | 28.49 |
| 15070 - Flight Instructor (Pilot) | | 46.94 |
| 15080 - Graphic Artist | | 30.44 |
| 15085 - Maintenance Test Pilot Fixed Jet/Prop | | 46.94 |
| 15086 - Maintenance Test Pilot Rotary Wing | | 46.94 |
| 15088 - Non-Maintenance Test/Co-Pilot | | 46.94 |
| 15090 - Technical Instructor | | 28.62 |
| 15095 - Technical Instructor/Course Developer | | 33.96 |
| 15110 - Test Proctor | | 22.41 |
| 15120 - Tutor | | 22.41 |
| 16000 - Laundry Dry-Cleaning Pressing And Related Occupations | | |
| 16010 - Assembler | | 16.09 |
| 16030 - Counter Attendant | | 16.09 |
| 16040 - Dry Cleaner | | 18.40 |
| 16070 - Finisher Flatwork Machine | | 16.09 |
| 16090 - Presser Hand | | 16.09 |
| 16110 - Presser Machine Drycleaning | | 16.09 |
| 16130 - Presser Machine Shirts | | 16.09 |
| 16160 - Presser Machine Wearing Apparel Laundry | | 16.09 |
| 16190 - Sewing Machine Operator | | 19.17 |
| 16220 - Tailor | | 19.94 |
| 16250 - Washer Machine | | 16.86 |
| 19000 - Machine Tool Operation And Repair Occupations | | |
| 19010 - Machine-Tool Operator (Tool Room) | | 32.48 |
| 19040 - Tool And Die Maker | | 38.90 |
| 21000 - Materials Handling And Packing Occupations | | |
| 21020 - Forklift Operator | | 16.93 |
| 21030 - Material Coordinator | | 24.90 |
| 21040 - Material Expediter | | 24.90 |
| 21050 - Material Handling Laborer | | 17.45 |
| 21071 - Order Filler | | 13.80*** |
| 21080 - Production Line Worker (Food Processing) | | 16.93 |
| 21110 - Shipping Packer | | 17.20 |
| 21130 - Shipping/Receiving Clerk | | 17.20 |
| 21140 - Store Worker I | | 15.84 |
| 21150 - Stock Clerk | | 20.76 |
| 21210 - Tools And Parts Attendant | | 16.93 |
| 21410 - Warehouse Specialist | | 16.93 |
| 23000 - Mechanics And Maintenance And Repair Occupations | | |
| 23010 - Aerospace Structural Welder | | 35.96 |
| 23019 - Aircraft Logs and Records Technician | | 29.03 |
| 23021 - Aircraft Mechanic I | | 34.21 |
| 23022 - Aircraft Mechanic II | | 35.96 |
| 23023 - Aircraft Mechanic III | | 37.38 |
| 23040 - Aircraft Mechanic Helper | | 25.46 |
| 23050 - Aircraft Painter | | 32.48 |
| 23060 - Aircraft Servicer | | 29.03 |
| 23070 - Aircraft Survival Flight Equipment Technician | | 32.48 |
| 23080 - Aircraft Worker | | 30.76 |
| 23091 - Aircrew Life Support Equipment (ALSE) Mechanic | | 30.76 |

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| I | |
| 23092 - Aircrew Life Support Equipment (ALSE) Mechanic | 34.21 |
| II | |
| 23110 - Appliance Mechanic | 32.48 |
| 23120 - Bicycle Repairer | 27.25 |
| 23125 - Cable Splicer | 34.21 |
| 23130 - Carpenter Maintenance | 35.49 |
| 23140 - Carpet Layer | 30.76 |
| 23160 - Electrician Maintenance | 44.85 |
| 23181 - Electronics Technician Maintenance I | 30.76 |
| 23182 - Electronics Technician Maintenance II | 32.48 |
| 23183 - Electronics Technician Maintenance III | 34.21 |
| 23260 - Fabric Worker | 29.03 |
| 23290 - Fire Alarm System Mechanic | 34.21 |
| 23310 - Fire Extinguisher Repairer | 27.25 |
| 23311 - Fuel Distribution System Mechanic | 34.21 |
| 23312 - Fuel Distribution System Operator | 27.25 |
| 23370 - General Maintenance Worker | 23.74 |
| 23380 - Ground Support Equipment Mechanic | 34.21 |
| 23381 - Ground Support Equipment Servicer | 29.03 |
| 23382 - Ground Support Equipment Worker | 30.76 |
| 23391 - Gunsmith I | 27.25 |
| 23392 - Gunsmith II | 30.76 |
| 23393 - Gunsmith III | 34.21 |
| 23410 - Heating Ventilation And Air-Conditioning Mechanic | 28.61 |
| 23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) | 30.07 |
| 23430 - Heavy Equipment Mechanic | 34.21 |
| 23440 - Heavy Equipment Operator | 42.37 |
| 23460 - Instrument Mechanic | 34.21 |
| 23465 - Laboratory/Shelter Mechanic | 32.48 |
| 23470 - Laborer | 15.03 |
| 23510 - Locksmith | 32.48 |
| 23530 - Machinery Maintenance Mechanic | 35.31 |
| 23550 - Machinist Maintenance | 27.64 |
| 23580 - Maintenance Trades Helper | 25.46 |
| 23591 - Metrology Technician I | 34.21 |
| 23592 - Metrology Technician II | 35.96 |
| 23593 - Metrology Technician III | 37.38 |
| 23640 - Millwright | 34.21 |
| 23710 - Office Appliance Repairer | 32.48 |
| 23760 - Painter Maintenance | 25.00 |
| 23790 - Pipefitter Maintenance | 46.41 |
| 23810 - Plumber Maintenance | 44.04 |
| 23820 - Pneudraulic Systems Mechanic | 34.21 |
| 23850 - Rigger | 34.21 |
| 23870 - Scale Mechanic | 30.76 |
| 23890 - Sheet-Metal Worker Maintenance | 35.97 |
| 23910 - Small Engine Mechanic | 30.76 |
| 23931 - Telecommunications Mechanic I | 30.34 |
| 23932 - Telecommunications Mechanic II | 31.89 |
| 23950 - Telephone Lineman | 34.21 |
| 23960 - Welder Combination Maintenance | 21.62 |
| 23965 - Well Driller | 34.21 |
| 23970 - Woodcraft Worker | 34.21 |
| 23980 - Woodworker | 27.25 |
| 24000 - Personal Needs Occupations | |
| 24550 - Case Manager | 23.28 |
| 24570 - Child Care Attendant | 12.33*** |
| 24580 - Child Care Center Clerk | 17.79 |
| 24610 - Chore Aide | 14.01*** |
| 24620 - Family Readiness And Support Services Coordinator | 23.28 |
| 24630 - Homemaker | 23.28 |

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| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 41.57 |
| 25040 - Sewage Plant Operator | 33.44 |
| 25070 - Stationary Engineer | 41.57 |
| 25190 - Ventilation Equipment Tender | 30.66 |
| 25210 - Water Treatment Plant Operator | 33.44 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 27.10 |
| 27007 - Baggage Inspector | 14.64*** |
| 27008 - Corrections Officer | 29.55 |
| 27010 - Court Security Officer | 29.55 |
| 27030 - Detection Dog Handler | 16.37 |
| 27040 - Detention Officer | 29.55 |
| 27070 - Firefighter | 29.55 |
| 27101 - Guard I | 14.64*** |
| 27102 - Guard II | 16.37 |
| 27131 - Police Officer I | 31.95 |
| 27132 - Police Officer II | 35.50 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 13.71*** |
| 28042 - Carnival Equipment Repairer | 14.43*** |
| 28043 - Carnival Worker | 11.17*** |
| 28210 - Gate Attendant/Gate Tender | 18.08 |
| 28310 - Lifeguard | 14.41*** |
| 28350 - Park Attendant (Aide) | 20.21 |
| 28510 - Recreation Aide/Health Facility Attendant | 12.96*** |
| 28515 - Recreation Specialist | 22.00 |
| 28630 - Sports Official | 16.10 |
| 28690 - Swimming Pool Operator | 26.81 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 30.76 |
| 29020 - Hatch Tender | 30.76 |
| 29030 - Line Handler | 30.76 |
| 29041 - Stevedore I | 29.03 |
| 29042 - Stevedore II | 32.48 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist Center (HFO) (see 2) | 44.68 |
| 30011 - Air Traffic Control Specialist Station (HFO) (see 2) | 30.81 |
| 30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) | 33.93 |
| 30021 - Archeological Technician I | 17.64 |
| 30022 - Archeological Technician II | 19.76 |
| 30023 - Archeological Technician III | 26.59 |
| 30030 - Cartographic Technician | 26.33 |
| 30040 - Civil Engineering Technician | 25.64 |
| 30051 - Cryogenic Technician I | 23.80 |
| 30052 - Cryogenic Technician II | 26.29 |
| 30061 - Drafter/CAD Operator I | 17.64 |
| 30062 - Drafter/CAD Operator II | 19.76 |
| 30063 - Drafter/CAD Operator III | 21.99 |
| 30064 - Drafter/CAD Operator IV | 28.96 |
| 30081 - Engineering Technician I | 17.38 |
| 30082 - Engineering Technician II | 20.39 |
| 30083 - Engineering Technician III | 22.81 |
| 30084 - Engineering Technician IV | 28.26 |
| 30085 - Engineering Technician V | 34.56 |
| 30086 - Engineering Technician VI | 40.57 |
| 30090 - Environmental Technician | 24.28 |
| 30095 - Evidence Control Specialist | 21.49 |
| 30210 - Laboratory Technician | 26.77 |
| 30221 - Latent Fingerprint Technician I | 23.80 |
| 30222 - Latent Fingerprint Technician II | 26.29 |
| 30240 - Mathematical Technician | 26.13 |
| 30361 - Paralegal/Legal Assistant I | 20.55 |
| 30362 - Paralegal/Legal Assistant II | 25.43 |
| 30363 - Paralegal/Legal Assistant III | 31.14 |

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| 30364 - Paralegal/Legal Assistant IV | 37.63 |
| 30375 - Petroleum Supply Specialist | 26.29 |
| 30390 - Photo-Optics Technician | 26.33 |
| 30395 - Radiation Control Technician | 26.29 |
| 30461 - Technical Writer I | 25.16 |
| 30462 - Technical Writer II | 30.77 |
| 30463 - Technical Writer III | 37.23 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 28.39 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 34.35 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 41.18 |
| 30494 - Unexploded (UXO) Safety Escort | 28.39 |
| 30495 - Unexploded (UXO) Sweep Personnel | 28.39 |
| 30501 - Weather Forecaster I | 28.96 |
| 30502 - Weather Forecaster II | 35.23 |
| 30620 - Weather Observer Combined Upper Air Or | (see 2) 21.99 |
| Surface Programs | |
| 30621 - Weather Observer Senior | (see 2) 24.44 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31010 - Airplane Pilot | 34.35 |
| 31020 - Bus Aide | 18.18 |
| 31030 - Bus Driver | 24.36 |
| 31043 - Driver Courier | 19.14 |
| 31260 - Parking and Lot Attendant | 16.40 |
| 31290 - Shuttle Bus Driver | 18.60 |
| 31310 - Taxi Driver | 15.41 |
| 31361 - Truckdriver Light | 18.60 |
| 31362 - Truckdriver Medium | 22.78 |
| 31363 - Truckdriver Heavy | 28.17 |
| 31364 - Truckdriver Tractor-Trailer | 28.17 |
| 99000 - Miscellaneous Occupations | |
| 99020 - Cabin Safety Specialist | 16.75 |
| 99030 - Cashier | 11.36*** |
| 99050 - Desk Clerk | 11.94*** |
| 99095 - Embalmer | 30.13 |
| 99130 - Flight Follower | 28.39 |
| 99251 - Laboratory Animal Caretaker I | 22.41 |
| 99252 - Laboratory Animal Caretaker II | 23.99 |
| 99260 - Marketing Analyst | 26.29 |
| 99310 - Mortician | 30.13 |
| 99410 - Pest Controller | 25.55 |
| 99510 - Photofinishing Worker | 14.92*** |
| 99710 - Recycling Laborer | 19.07 |
| 99711 - Recycling Specialist | 22.41 |
| 99730 - Refuse Collector | 17.46 |
| 99810 - Sales Clerk | 12.95*** |
| 99820 - School Crossing Guard | 17.46 |
| 99830 - Survey Party Chief | 23.80 |
| 99831 - Surveying Aide | 14.52*** |
| 99832 - Surveying Technician | 18.74 |
| 99840 - Vending Machine Attendant | 22.41 |
| 99841 - Vending Machine Repairer | 27.08 |
| 99842 - Vending Machine Repairer Helper | 22.41 |

***Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 (\$15.00 per hour) or 13658 (\$11.25 per hour). Please see the Note at the top of the wage determination for more information. Please also note that the minimum wage requirements of Executive Order 14026 and 13658 are not currently being enforced as to contracts or contract-like instruments entered into with the federal government in connection with seasonal recreational services or seasonal recreational equipment rental for the general public on federal lands.

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.60 per hour up to 40 hours per week or \$184.00 per week or \$797.33 per month

HEALTH & WELFARE EO 13706: \$4.23 per hour up to 40 hours per week or \$169.20 per week or \$733.20 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 8 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (See 29 CFR 4.173)

HOLIDAYS: A minimum of twelve paid holidays per year: New Year's Day Martin Luther King Jr's Birthday Washington's Birthday Good Friday Memorial Day Juneteenth National Independence Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than \$27.63 (or on a salary or fee basis at a rate not less than \$455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541.400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds \$27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees

who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

**** HAZARDOUS PAY DIFFERENTIAL ****

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder.

All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary

affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However in those instances where the uniforms furnished are made of "wash and wear" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

**** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS ****

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

**** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) ****

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR 4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).
- 4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

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| "REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor | U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210 Wage Determination No.: 2015-4827 Revision No.: 19 Date Of Last Revision: 03/15/2022 |
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Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

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| If the contract is entered into on or after January 30 2022 or the contract is renewed or extended (e.g. an option is exercised) on or after January 30 2022: | With certain exceptions Executive Order 14026 applies to the contract. The contractor must pay all covered workers at least \$15.00 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in 2022. |
| If the contract was awarded on or between January 1 2015 and January 29 2022 and the contract is not renewed or extended on or after January 30 2022: | With certain exceptions Executive Order 13658 applies to the contract. The contractor must pay all covered workers at least \$11.25 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in 2022. |

The applicable Executive Order minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the Executive Orders is available at <https://www.dol.gov/agencies/whd/government-contracts>.

State: Indiana

Area: Indiana Counties of Ripley Switzerland

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|----------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 13.70*** |
| 01012 - Accounting Clerk II | | 15.39 |
| 01013 - Accounting Clerk III | | 17.21 |
| 01020 - Administrative Assistant | | 24.49 |
| 01035 - Court Reporter | | 18.31 |
| 01041 - Customer Service Representative I | | 13.27*** |
| 01042 - Customer Service Representative II | | 14.90*** |
| 01043 - Customer Service Representative III | | 16.26 |
| 01051 - Data Entry Operator I | | 14.52*** |
| 01052 - Data Entry Operator II | | 15.84 |
| 01060 - Dispatcher Motor Vehicle | | 21.76 |
| 01070 - Document Preparation Clerk | | 14.16*** |
| 01090 - Duplicating Machine Operator | | 14.16*** |
| 01111 - General Clerk I | | 13.29*** |
| 01112 - General Clerk II | | 14.50*** |
| 01113 - General Clerk III | | 16.29 |

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| 01120 - Housing Referral Assistant | 19.84 |
| 01141 - Messenger Courier | 14.55*** |
| 01191 - Order Clerk I | 13.62*** |
| 01192 - Order Clerk II | 17.02 |
| 01261 - Personnel Assistant (Employment) I | 15.67 |
| 01262 - Personnel Assistant (Employment) II | 17.53 |
| 01263 - Personnel Assistant (Employment) III | 19.55 |
| 01270 - Production Control Clerk | 24.00 |
| 01290 - Rental Clerk | 14.57*** |
| 01300 - Scheduler Maintenance | 15.84 |
| 01311 - Secretary I | 15.84 |
| 01312 - Secretary II | 17.79 |
| 01313 - Secretary III | 19.84 |
| 01320 - Service Order Dispatcher | 19.45 |
| 01410 - Supply Technician | 24.49 |
| 01420 - Survey Worker | 17.63 |
| 01460 - Switchboard Operator/Receptionist | 14.31*** |
| 01531 - Travel Clerk I | 14.15*** |
| 01532 - Travel Clerk II | 14.81*** |
| 01533 - Travel Clerk III | 15.47 |
| 01611 - Word Processor I | 14.64*** |
| 01612 - Word Processor II | 16.44 |
| 01613 - Word Processor III | 18.39 |
| 05000 - Automotive Service Occupations | |
| 05005 - Automobile Body Repairer Fiberglass | 21.27 |
| 05010 - Automotive Electrician | 23.12 |
| 05040 - Automotive Glass Installer | 21.61 |
| 05070 - Automotive Worker | 22.26 |
| 05110 - Mobile Equipment Servicer | 20.65 |
| 05130 - Motor Equipment Metal Mechanic | 24.59 |
| 05160 - Motor Equipment Metal Worker | 22.26 |
| 05190 - Motor Vehicle Mechanic | 23.03 |
| 05220 - Motor Vehicle Mechanic Helper | 20.30 |
| 05250 - Motor Vehicle Upholstery Worker | 21.42 |
| 05280 - Motor Vehicle Wrecker | 22.26 |
| 05310 - Painter Automotive | 23.12 |
| 05340 - Radiator Repair Specialist | 22.26 |
| 05370 - Tire Repairer | 15.45 |
| 05400 - Transmission Repair Specialist | 24.59 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 12.32*** |
| 07041 - Cook I | 12.59*** |
| 07042 - Cook II | 14.19*** |
| 07070 - Dishwasher | 9.25*** |
| 07130 - Food Service Worker | 9.89*** |
| 07210 - Meat Cutter | 15.84 |
| 07260 - Waiter/Waitress | 9.25*** |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 19.70 |
| 09040 - Furniture Handler | 13.81*** |
| 09080 - Furniture Refinisher | 17.91 |
| 09090 - Furniture Refinisher Helper | 15.31 |
| 09110 - Furniture Repairer Minor | 16.59 |
| 09130 - Upholsterer | 17.91 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner Vehicles | 13.06*** |
| 11060 - Elevator Operator | 12.27*** |
| 11090 - Gardener | 17.36 |
| 11122 - Housekeeping Aide | 12.52*** |
| 11150 - Janitor | 12.52*** |
| 11210 - Laborer Grounds Maintenance | 14.99*** |
| 11240 - Maid or Houseman | 10.76*** |
| 11260 - Pruner | 13.48*** |
| 11270 - Tractor Operator | 16.71 |
| 11330 - Trail Maintenance Worker | 14.99*** |

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| 11360 - Window Cleaner | 13.68*** |
| 12000 - Health Occupations | |
| 12010 Ambulance Driver | 19.03 |
| 12011 - Breath Alcohol Technician | 19.25 |
| 12012 - Certified Occupational Therapist Assistant | 27.03 |
| 12015 - Certified Physical Therapist Assistant | 26.81 |
| 12020 Dental Assistant | 19.56 |
| 12025 - Dental Hygienist | 39.64 |
| 12030 - EKG Technician | 26.59 |
| 12035 - Electroneurodiagnostic Technologist | 26.59 |
| 12040 Emergency Medical Technician | 19.03 |
| 12071 - Licensed Practical Nurse I | 17.22 |
| 12072 - Licensed Practical Nurse II | 19.25 |
| 12073 - Licensed Practical Nurse III | 21.46 |
| 12100 Medical Assistant | 15.48 |
| 12130 - Medical Laboratory Technician | 23.66 |
| 12160 - Medical Record Clerk | 16.12 |
| 12190 - Medical Record Technician | 19.03 |
| 12195 Medical Transcriptionist | 17.22 |
| 12210 - Nuclear Medicine Technologist | 42.31 |
| 12221 - Nursing Assistant I | 11.83*** |
| 12222 - Nursing Assistant II | 13.30*** |
| 12223 Nursing Assistant III | 14.51*** |
| 12224 - Nursing Assistant IV | 16.29 |
| 12235 - Optical Dispenser | 16.72 |
| 12236 - Optical Technician | 17.22 |
| 12250 Pharmacy Technician | 15.93 |
| 12280 - Phlebotomist | 15.39 |
| 12305 - Radiologic Technologist | 26.79 |
| 12311 - Registered Nurse I | 24.51 |
| 12312 Registered Nurse II | 29.20 |
| 12313 - Registered Nurse II Specialist | 29.20 |
| 12314 - Registered Nurse III | 35.32 |
| 12315 - Registered Nurse III Anesthetist | 35.32 |
| 12316 Registered Nurse IV | 42.35 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 23.85 |
| 12320 - Substance Abuse Treatment Counselor | 20.44 |
| 13000 - Information And Arts Occupations | |
| 13011 Exhibits Specialist I | 19.76 |
| 13012 - Exhibits Specialist II | 24.48 |
| 13013 - Exhibits Specialist III | 29.93 |
| 13041 - Illustrator I | 20.17 |
| 13042 Illustrator II | 24.99 |
| 13043 - Illustrator III | 30.56 |
| 13047 - Librarian | 27.38 |
| 13050 - Library Aide/Clerk | 12.27*** |
| 13054 Library Information Technology Systems Administrator | 24.96 |
| 13058 - Library Technician | 15.33 |
| 13061 - Media Specialist I | 17.68 |
| 13062 Media Specialist II | 19.76 |
| 13063 - Media Specialist III | 22.38 |
| 13071 - Photographer I | 14.95*** |
| 13072 - Photographer II | 17.85 |
| 13073 Photographer III | 21.52 |
| 13074 - Photographer IV | 26.56 |
| 13075 - Photographer V | 32.12 |
| 13090 - Technical Order Library Clerk | 15.49 |
| 13110 Video Teleconference Technician | 19.61 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 15.90 |
| 14042 - Computer Operator II | 17.80 |
| 14043 Computer Operator III | 19.83 |
| 14044 - Computer Operator IV | 22.04 |
| 14045 - Computer Operator V | 24.40 |

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| 14071 - Computer Programmer I | (see 1) | 19.86 |
| 14072 - Computer Programmer II | (see 1) | 24.53 |
| 14073 - Computer Programmer III | (see 1) | |
| 14074 - Computer Programmer IV | (see 1) | |
| 14101 - Computer Systems Analyst I | (see 1) | |
| 14102 - Computer Systems Analyst II | (see 1) | |
| 14103 - Computer Systems Analyst III | (see 1) | |
| 14150 - Peripheral Equipment Operator | | 15.90 |
| 14160 - Personal Computer Support Technician | | 22.04 |
| 14170 - System Support Specialist | | 26.03 |
| 15000 - Instructional Occupations | | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | | 31.98 |
| 15020 - Aircrew Training Devices Instructor (Rated) | | 38.68 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | | 43.49 |
| 15050 - Computer Based Training Specialist / Instructor | | 31.98 |
| 15060 - Educational Technologist | | 30.00 |
| 15070 - Flight Instructor (Pilot) | | 43.49 |
| 15080 - Graphic Artist | | 23.35 |
| 15085 - Maintenance Test Pilot Fixed Jet/Prop | | 43.18 |
| 15086 - Maintenance Test Pilot Rotary Wing | | 43.18 |
| 15088 - Non-Maintenance Test/Co-Pilot | | 43.18 |
| 15090 - Technical Instructor | | 20.97 |
| 15095 - Technical Instructor/Course Developer | | 25.67 |
| 15110 - Test Proctor | | 16.94 |
| 15120 - Tutor | | 16.94 |
| 16000 - Laundry Dry-Cleaning Pressing And Related Occupations | | |
| 16010 - Assembler | | 10.81*** |
| 16030 - Counter Attendant | | 10.81*** |
| 16040 - Dry Cleaner | | 13.62*** |
| 16070 - Finisher Flatwork Machine | | 10.81*** |
| 16090 - Presser Hand | | 10.81*** |
| 16110 - Presser Machine Drycleaning | | 10.81*** |
| 16130 - Presser Machine Shirts | | 10.81*** |
| 16160 - Presser Machine Wearing Apparel Laundry | | 10.81*** |
| 16190 - Sewing Machine Operator | | 14.45*** |
| 16220 - Tailor | | 15.24 |
| 16250 - Washer Machine | | 11.82*** |
| 19000 - Machine Tool Operation And Repair Occupations | | |
| 19010 - Machine-Tool Operator (Tool Room) | | 25.18 |
| 19040 - Tool And Die Maker | | 28.65 |
| 21000 - Materials Handling And Packing Occupations | | |
| 21020 - Forklift Operator | | 18.41 |
| 21030 - Material Coordinator | | 24.00 |
| 21040 - Material Expediter | | 24.00 |
| 21050 - Material Handling Laborer | | 16.74 |
| 21071 - Order Filler | | 13.30*** |
| 21080 - Production Line Worker (Food Processing) | | 18.41 |
| 21110 - Shipping Packer | | 17.44 |
| 21130 - Shipping/Receiving Clerk | | 17.44 |
| 21140 - Store Worker I | | 14.71*** |
| 21150 - Stock Clerk | | 19.29 |
| 21210 - Tools And Parts Attendant | | 18.41 |
| 21410 - Warehouse Specialist | | 18.41 |
| 23000 - Mechanics And Maintenance And Repair Occupations | | |
| 23010 - Aerospace Structural Welder | | 26.12 |
| 23019 - Aircraft Logs and Records Technician | | 20.40 |
| 23021 - Aircraft Mechanic I | | 24.88 |
| 23022 - Aircraft Mechanic II | | 26.12 |
| 23023 - Aircraft Mechanic III | | 27.43 |
| 23040 - Aircraft Mechanic Helper | | 18.67 |
| 23050 - Aircraft Painter | | 22.84 |
| 23060 - Aircraft Servicer | | 20.40 |
| 23070 - Aircraft Survival Flight Equipment Technician | | 22.84 |
| 23080 - Aircraft Worker | | 21.69 |
| 23091 - Aircrew Life Support Equipment (ALSE) Mechanic | | 21.69 |

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| I | |
| 23092 - Aircrew Life Support Equipment (ALSE) Mechanic | 24.88 |
| II | |
| 23110 - Appliance Mechanic | 22.84 |
| 23120 - Bicycle Repairer | 19.08 |
| 23125 - Cable Splicer | 33.56 |
| 23130 - Carpenter Maintenance | 21.32 |
| 23140 - Carpet Layer | 22.59 |
| 23160 - Electrician Maintenance | 27.28 |
| 23181 - Electronics Technician Maintenance I | 24.44 |
| 23182 - Electronics Technician Maintenance II | 25.74 |
| 23183 - Electronics Technician Maintenance III | 26.92 |
| 23260 - Fabric Worker | 20.40 |
| 23290 - Fire Alarm System Mechanic | 22.51 |
| 23310 - Fire Extinguisher Repairer | 19.08 |
| 23311 - Fuel Distribution System Mechanic | 24.93 |
| 23312 - Fuel Distribution System Operator | 20.52 |
| 23370 - General Maintenance Worker | 20.86 |
| 23380 - Ground Support Equipment Mechanic | 24.88 |
| 23381 - Ground Support Equipment Servicer | 20.40 |
| 23382 - Ground Support Equipment Worker | 21.69 |
| 23391 - Gunsmith I | 19.08 |
| 23392 - Gunsmith II | 21.69 |
| 23393 - Gunsmith III | 23.94 |
| 23410 - Heating Ventilation And Air-Conditioning Mechanic | 22.80 |
| 23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) | 23.81 |
| 23430 - Heavy Equipment Mechanic | 24.64 |
| 23440 - Heavy Equipment Operator | 25.13 |
| 23460 - Instrument Mechanic | 31.01 |
| 23465 - Laboratory/Shelter Mechanic | 22.84 |
| 23470 - Laborer | 16.12 |
| 23510 - Locksmith | 22.84 |
| 23530 - Machinery Maintenance Mechanic | 24.24 |
| 23550 - Machinist Maintenance | 22.55 |
| 23580 - Maintenance Trades Helper | 15.35 |
| 23591 - Metrology Technician I | 31.01 |
| 23592 - Metrology Technician II | 32.38 |
| 23593 - Metrology Technician III | 33.82 |
| 23640 - Millwright | 27.90 |
| 23710 - Office Appliance Repairer | 20.77 |
| 23760 - Painter Maintenance | 19.70 |
| 23790 - Pipefitter Maintenance | 25.72 |
| 23810 - Plumber Maintenance | 24.06 |
| 23820 - Pneudraulic Systems Mechanic | 23.94 |
| 23850 - Rigger | 23.89 |
| 23870 - Scale Mechanic | 21.69 |
| 23890 - Sheet-Metal Worker Maintenance | 22.51 |
| 23910 - Small Engine Mechanic | 18.96 |
| 23931 - Telecommunications Mechanic I | 27.49 |
| 23932 - Telecommunications Mechanic II | 28.71 |
| 23950 - Telephone Lineman | 28.11 |
| 23960 - Welder Combination Maintenance | 23.01 |
| 23965 - Well Driller | 23.85 |
| 23970 - Woodcraft Worker | 23.94 |
| 23980 - Woodworker | 19.08 |
| 24000 - Personal Needs Occupations | |
| 24550 - Case Manager | 15.17 |
| 24570 - Child Care Attendant | 11.39*** |
| 24580 - Child Care Center Clerk | 15.48 |
| 24610 - Chore Aide | 11.20*** |
| 24620 - Family Readiness And Support Services Coordinator | 15.17 |
| 24630 - Homemaker | 17.36 |

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| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 25.28 |
| 25040 - Sewage Plant Operator | 21.82 |
| 25070 - Stationary Engineer | 25.28 |
| 25190 - Ventilation Equipment Tender | 18.95 |
| 25210 - Water Treatment Plant Operator | 21.82 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 18.18 |
| 27007 - Baggage Inspector | 13.22*** |
| 27008 - Corrections Officer | 24.65 |
| 27010 - Court Security Officer | 24.65 |
| 27030 - Detection Dog Handler | 18.00 |
| 27040 - Detention Officer | 24.65 |
| 27070 - Firefighter | 24.58 |
| 27101 - Guard I | 13.22*** |
| 27102 - Guard II | 18.00 |
| 27131 - Police Officer I | 24.89 |
| 27132 - Police Officer II | 27.66 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 12.19*** |
| 28042 - Carnival Equipment Repairer | 13.10*** |
| 28043 - Carnival Worker | 9.51*** |
| 28210 - Gate Attendant/Gate Tender | 14.07*** |
| 28310 - Lifeguard | 11.94*** |
| 28350 - Park Attendant (Aide) | 15.74 |
| 28510 - Recreation Aide/Health Facility Attendant | 11.49*** |
| 28515 - Recreation Specialist | 19.50 |
| 28630 - Sports Official | 12.53*** |
| 28690 - Swimming Pool Operator | 17.89 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 26.59 |
| 29020 - Hatch Tender | 26.59 |
| 29030 - Line Handler | 26.59 |
| 29041 - Stevedore I | 24.99 |
| 29042 - Stevedore II | 26.76 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist Center (HFO) (see 2) | 40.62 |
| 30011 - Air Traffic Control Specialist Station (HFO) (see 2) | 28.01 |
| 30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) | 30.85 |
| 30021 - Archeological Technician I | 18.86 |
| 30022 - Archeological Technician II | 21.09 |
| 30023 - Archeological Technician III | 26.12 |
| 30030 - Cartographic Technician | 26.12 |
| 30040 - Civil Engineering Technician | 26.98 |
| 30051 - Cryogenic Technician I | 27.95 |
| 30052 - Cryogenic Technician II | 30.87 |
| 30061 - Drafter/CAD Operator I | 18.86 |
| 30062 - Drafter/CAD Operator II | 21.09 |
| 30063 - Drafter/CAD Operator III | 23.50 |
| 30064 - Drafter/CAD Operator IV | 28.93 |
| 30081 - Engineering Technician I | 16.79 |
| 30082 - Engineering Technician II | 18.86 |
| 30083 - Engineering Technician III | 21.09 |
| 30084 - Engineering Technician IV | 26.12 |
| 30085 - Engineering Technician V | 31.95 |
| 30086 - Engineering Technician VI | 38.67 |
| 30090 - Environmental Technician | 25.25 |
| 30095 - Evidence Control Specialist | 25.25 |
| 30210 - Laboratory Technician | 21.44 |
| 30221 - Latent Fingerprint Technician I | 27.95 |
| 30222 - Latent Fingerprint Technician II | 30.87 |
| 30240 - Mathematical Technician | 26.12 |
| 30361 - Paralegal/Legal Assistant I | 18.58 |
| 30362 - Paralegal/Legal Assistant II | 23.01 |
| 30363 - Paralegal/Legal Assistant III | 28.49 |

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| 30364 - Paralegal/Legal Assistant IV | 34.05 |
| 30375 - Petroleum Supply Specialist | 30.87 |
| 30390 - Photo-Optics Technician | 25.00 |
| 30395 - Radiation Control Technician | 30.87 |
| 30461 - Technical Writer I | 23.18 |
| 30462 - Technical Writer II | 28.36 |
| 30463 - Technical Writer III | 34.31 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 25.82 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 31.24 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 37.44 |
| 30494 - Unexploded (UXO) Safety Escort | 25.82 |
| 30495 - Unexploded (UXO) Sweep Personnel | 25.82 |
| 30501 - Weather Forecaster I | 28.93 |
| 30502 - Weather Forecaster II | 35.20 |
| 30620 - Weather Observer Combined Upper Air Or | (see 2) 23.50 |
| Surface Programs | |
| 30621 - Weather Observer Senior | (see 2) 26.12 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31010 - Airplane Pilot | 31.24 |
| 31020 - Bus Aide | 13.82*** |
| 31030 - Bus Driver | 19.04 |
| 31043 - Driver Courier | 17.51 |
| 31260 - Parking and Lot Attendant | 13.61*** |
| 31290 - Shuttle Bus Driver | 18.95 |
| 31310 - Taxi Driver | 14.82*** |
| 31361 - Truckdriver Light | 18.95 |
| 31362 - Truckdriver Medium | 20.07 |
| 31363 - Truckdriver Heavy | 22.24 |
| 31364 - Truckdriver Tractor-Trailer | 22.24 |
| 99000 - Miscellaneous Occupations | |
| 99020 - Cabin Safety Specialist | 15.23 |
| 99030 - Cashier | 10.49*** |
| 99050 - Desk Clerk | 11.49*** |
| 99095 - Embalmer | 35.18 |
| 99130 - Flight Follower | 25.82 |
| 99251 - Laboratory Animal Caretaker I | 13.42*** |
| 99252 - Laboratory Animal Caretaker II | 14.43*** |
| 99260 - Marketing Analyst | 24.39 |
| 99310 - Mortician | 35.18 |
| 99410 - Pest Controller | 18.05 |
| 99510 - Photofinishing Worker | 13.57*** |
| 99710 - Recycling Laborer | 19.29 |
| 99711 - Recycling Specialist | 22.62 |
| 99730 - Refuse Collector | 17.65 |
| 99810 - Sales Clerk | 11.65*** |
| 99820 - School Crossing Guard | 16.26 |
| 99830 - Survey Party Chief | 21.88 |
| 99831 - Surveying Aide | 13.20*** |
| 99832 - Surveying Technician | 19.54 |
| 99840 - Vending Machine Attendant | 16.07 |
| 99841 - Vending Machine Repairer | 18.50 |
| 99842 - Vending Machine Repairer Helper | 16.07 |

***Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 (\$15.00 per hour) or 13658 (\$11.25 per hour). Please see the Note at the top of the wage determination for more information. Please also note that the minimum wage requirements of Executive Order 14026 and 13658 are not currently being enforced as to contracts or contract-like instruments entered into with the federal government in connection with seasonal recreational services or seasonal recreational equipment rental for the general public on federal lands.

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.60 per hour up to 40 hours per week or \$184.00 per week or \$797.33 per month

HEALTH & WELFARE EO 13706: \$4.23 per hour up to 40 hours per week or \$169.20 per week or \$733.20 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 8 years 4 weeks after 15 years and 5 weeks after 25 years.

Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of twelve paid holidays per year: New Year's Day Martin Luther King Jr's Birthday Washington's Birthday Good Friday Memorial Day Juneteenth National Independence Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than \$27.63 (or on a salary or fee basis at a rate not less than \$455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541.400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds \$27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees

who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

**** HAZARDOUS PAY DIFFERENTIAL ****

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary

affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However in those instances where the uniforms furnished are made of "wash and wear" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

**** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS ****

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

**** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) ****

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR 4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).
- 4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

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| "REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor | | U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210 |
| Daniel W. Simms Director | | Wage Determination No.: 2015-5593 Revision No.: 19 Date Of Last Revision: 03/15/2022 |

Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

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| If the contract is entered into on or after January 30 2022 or the contract is renewed or extended (e.g. an option is exercised) on or after January 30 2022: | With certain exceptions Executive Order 14026 applies to the contract. The contractor must pay all covered workers at least \$15.00 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in 2022. |
| If the contract was awarded on or between January 1 2015 and January 29 2022 and the contract is not renewed or extended on or after January 30 2022: | With certain exceptions Executive Order 13658 applies to the contract. The contractor must pay all covered workers at least \$11.25 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in 2022. |

The applicable Executive Order minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the Executive Orders is available at <https://www.dol.gov/agencies/whd/government-contracts>.

State: Nevada

Area: Nevada County of Clark

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|----------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 15.72 |
| 01012 - Accounting Clerk II | | 17.65 |
| 01013 - Accounting Clerk III | | 19.75 |
| 01020 - Administrative Assistant | | 31.83 |
| 01035 - Court Reporter | | 26.59 |
| 01041 - Customer Service Representative I | | 13.19*** |
| 01042 - Customer Service Representative II | | 14.39*** |
| 01043 - Customer Service Representative III | | 16.16 |
| 01051 - Data Entry Operator I | | 14.25*** |
| 01052 - Data Entry Operator II | | 15.55 |
| 01060 - Dispatcher Motor Vehicle | | 17.55 |
| 01070 - Document Preparation Clerk | | 15.40 |
| 01090 - Duplicating Machine Operator | | 15.40 |
| 01111 - General Clerk I | | 14.32*** |
| 01112 - General Clerk II | | 15.63 |
| 01113 - General Clerk III | | 17.55 |

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| 01120 - Housing Referral Assistant | 20.64 |
| 01141 - Messenger Courier | 16.19 |
| 01191 - Order Clerk I | 15.42 |
| 01192 - Order Clerk II | 16.82 |
| 01261 - Personnel Assistant (Employment) I | 16.60 |
| 01262 - Personnel Assistant (Employment) II | 18.57 |
| 01263 - Personnel Assistant (Employment) III | 20.70 |
| 01270 - Production Control Clerk | 21.01 |
| 01290 - Rental Clerk | 14.36*** |
| 01300 - Scheduler Maintenance | 16.55 |
| 01311 - Secretary I | 16.55 |
| 01312 - Secretary II | 18.51 |
| 01313 - Secretary III | 20.64 |
| 01320 - Service Order Dispatcher | 15.69 |
| 01410 - Supply Technician | 31.83 |
| 01420 - Survey Worker | 15.69 |
| 01460 - Switchboard Operator/Receptionist | 14.48*** |
| 01531 - Travel Clerk I | 16.38 |
| 01532 - Travel Clerk II | 17.39 |
| 01533 - Travel Clerk III | 18.66 |
| 01611 - Word Processor I | 14.01*** |
| 01612 - Word Processor II | 15.72 |
| 01613 - Word Processor III | 17.59 |
| 05000 - Automotive Service Occupations | |
| 05005 - Automobile Body Repairer Fiberglass | 25.48 |
| 05010 - Automotive Electrician | 19.42 |
| 05040 - Automotive Glass Installer | 18.81 |
| 05070 - Automotive Worker | 18.81 |
| 05110 - Mobile Equipment Servicer | 17.19 |
| 05130 - Motor Equipment Metal Mechanic | 20.23 |
| 05160 - Motor Equipment Metal Worker | 18.81 |
| 05190 - Motor Vehicle Mechanic | 19.73 |
| 05220 - Motor Vehicle Mechanic Helper | 16.39 |
| 05250 - Motor Vehicle Upholstery Worker | 18.01 |
| 05280 - Motor Vehicle Wrecker | 18.81 |
| 05310 - Painter Automotive | 19.42 |
| 05340 - Radiator Repair Specialist | 18.81 |
| 05370 - Tire Repairer | 15.78 |
| 05400 - Transmission Repair Specialist | 20.23 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 16.41 |
| 07041 - Cook I | 16.25 |
| 07042 - Cook II | 18.04 |
| 07070 - Dishwasher | 13.66*** |
| 07130 - Food Service Worker | 15.05 |
| 07210 - Meat Cutter | 18.72 |
| 07260 - Waiter/Waitress | 11.94*** |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 18.45 |
| 09040 - Furniture Handler | 15.34 |
| 09080 - Furniture Refinisher | 17.94 |
| 09090 - Furniture Refinisher Helper | 16.15 |
| 09110 - Furniture Repairer Minor | 17.74 |
| 09130 - Upholsterer | 20.45 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner Vehicles | 11.01*** |
| 11060 - Elevator Operator | 16.19 |
| 11090 - Gardener | 17.43 |
| 11122 - Housekeeping Aide | 16.19 |
| 11150 - Janitor | 16.19 |
| 11210 - Laborer Grounds Maintenance | 14.44*** |
| 11240 - Maid or Houseman | 16.66 |
| 11260 - Pruner | 13.34*** |
| 11270 - Tractor Operator | 16.47 |
| 11330 - Trail Maintenance Worker | 14.43*** |

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| 11360 - Window Cleaner | 17.53 |
| 12000 - Health Occupations | |
| 12010 Ambulance Driver | 20.94 |
| 12011 - Breath Alcohol Technician | 25.56 |
| 12012 - Certified Occupational Therapist Assistant | 36.02 |
| 12015 - Certified Physical Therapist Assistant | 33.83 |
| 12020 Dental Assistant | 18.36 |
| 12025 - Dental Hygienist | 43.82 |
| 12030 - EKG Technician | 32.68 |
| 12035 - Electroneurodiagnostic Technologist | 32.68 |
| 12040 Emergency Medical Technician | 20.94 |
| 12071 - Licensed Practical Nurse I | 22.85 |
| 12072 - Licensed Practical Nurse II | 25.56 |
| 12073 - Licensed Practical Nurse III | 28.50 |
| 12100 Medical Assistant | 16.91 |
| 12130 - Medical Laboratory Technician | 29.04 |
| 12160 - Medical Record Clerk | 19.31 |
| 12190 - Medical Record Technician | 21.60 |
| 12195 Medical Transcriptionist | 17.41 |
| 12210 - Nuclear Medicine Technologist | 40.21 |
| 12221 - Nursing Assistant I | 11.94*** |
| 12222 - Nursing Assistant II | 13.43*** |
| 12223 Nursing Assistant III | 14.65*** |
| 12224 - Nursing Assistant IV | 16.45 |
| 12235 - Optical Dispenser | 22.54 |
| 12236 - Optical Technician | 15.55 |
| 12250 Pharmacy Technician | 18.44 |
| 12280 - Phlebotomist | 18.19 |
| 12305 - Radiologic Technologist | 34.91 |
| 12311 - Registered Nurse I | 28.00 |
| 12312 Registered Nurse II | 34.26 |
| 12313 - Registered Nurse II Specialist | 34.26 |
| 12314 - Registered Nurse III | 41.45 |
| 12315 - Registered Nurse III Anesthetist | 41.45 |
| 12316 Registered Nurse IV | 49.67 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 31.66 |
| 12320 - Substance Abuse Treatment Counselor | 27.08 |
| 13000 - Information And Arts Occupations | |
| 13011 Exhibits Specialist I | 26.06 |
| 13012 - Exhibits Specialist II | 32.28 |
| 13013 - Exhibits Specialist III | 38.84 |
| 13041 - Illustrator I | 26.06 |
| 13042 Illustrator II | 32.28 |
| 13043 - Illustrator III | 39.48 |
| 13047 - Librarian | 35.76 |
| 13050 - Library Aide/Clerk | 18.63 |
| 13054 Library Information Technology Systems Administrator | 32.28 |
| 13058 - Library Technician | 20.59 |
| 13061 - Media Specialist I | 23.30 |
| 13062 Media Specialist II | 26.06 |
| 13063 - Media Specialist III | 29.06 |
| 13071 - Photographer I | 15.65 |
| 13072 - Photographer II | 17.52 |
| 13073 Photographer III | 21.70 |
| 13074 - Photographer IV | 26.55 |
| 13075 - Photographer V | 32.11 |
| 13090 - Technical Order Library Clerk | 23.41 |
| 13110 Video Teleconference Technician | 28.17 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 18.98 |
| 14042 - Computer Operator II | 21.43 |
| 14043 Computer Operator III | 23.66 |
| 14044 - Computer Operator IV | 26.30 |
| 14045 - Computer Operator V | 29.12 |

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| 14071 - Computer Programmer I | 25.73 |
| 14072 - Computer Programmer II | (see 1) |
| 14073 - Computer Programmer III | (see 1) |
| 14074 - Computer Programmer IV | (see 1) |
| 14101 - Computer Systems Analyst I | (see 1) |
| 14102 - Computer Systems Analyst II | (see 1) |
| 14103 - Computer Systems Analyst III | (see 1) |
| 14150 - Peripheral Equipment Operator | 18.98 |
| 14160 - Personal Computer Support Technician | 26.30 |
| 14170 - System Support Specialist | 29.67 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 29.50 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 35.69 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 42.24 |
| 15050 - Computer Based Training Specialist / Instructor | 29.50 |
| 15060 - Educational Technologist | 31.97 |
| 15070 - Flight Instructor (Pilot) | 42.24 |
| 15080 - Graphic Artist | 25.16 |
| 15085 - Maintenance Test Pilot Fixed Jet/Prop | 41.74 |
| 15086 - Maintenance Test Pilot Rotary Wing | 41.74 |
| 15088 - Non-Maintenance Test/Co-Pilot | 41.74 |
| 15090 - Technical Instructor | 21.79 |
| 15095 - Technical Instructor/Course Developer | 26.65 |
| 15110 - Test Proctor | 17.59 |
| 15120 - Tutor | 17.59 |
| 16000 - Laundry Dry-Cleaning Pressing And Related Occupations | |
| 16010 - Assembler | 13.42*** |
| 16030 - Counter Attendant | 13.42*** |
| 16040 - Dry Cleaner | 17.33 |
| 16070 - Finisher Flatwork Machine | 13.42*** |
| 16090 - Presser Hand | 13.42*** |
| 16110 - Presser Machine Drycleaning | 13.42*** |
| 16130 - Presser Machine Shirts | 13.42*** |
| 16160 - Presser Machine Wearing Apparel Laundry | 13.42*** |
| 16190 - Sewing Machine Operator | 18.59 |
| 16220 - Tailor | 19.88 |
| 16250 - Washer Machine | 14.71*** |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 27.00 |
| 19040 - Tool And Die Maker | 31.87 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 19.67 |
| 21030 - Material Coordinator | 21.01 |
| 21040 - Material Expediter | 21.01 |
| 21050 - Material Handling Laborer | 14.35*** |
| 21071 - Order Filler | 13.34*** |
| 21080 - Production Line Worker (Food Processing) | 19.67 |
| 21110 - Shipping Packer | 15.83 |
| 21130 - Shipping/Receiving Clerk | 15.83 |
| 21140 - Store Worker I | 17.88 |
| 21150 - Stock Clerk | 22.42 |
| 21210 - Tools And Parts Attendant | 19.67 |
| 21410 - Warehouse Specialist | 19.67 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 42.31 |
| 23019 - Aircraft Logs and Records Technician | 34.75 |
| 23021 - Aircraft Mechanic I | 40.43 |
| 23022 - Aircraft Mechanic II | 42.31 |
| 23023 - Aircraft Mechanic III | 43.88 |
| 23040 - Aircraft Mechanic Helper | 31.10 |
| 23050 - Aircraft Painter | 38.50 |
| 23060 - Aircraft Servicer | 34.75 |
| 23070 - Aircraft Survival Flight Equipment Technician | 38.50 |
| 23080 - Aircraft Worker | 36.56 |
| 23091 - Aircrew Life Support Equipment (ALSE) Mechanic | 36.56 |

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|---|----------|
| I | |
| 23092 - Aircrew Life Support Equipment (ALSE) Mechanic | 40.43 |
| II | |
| 23110 - Appliance Mechanic | 24.30 |
| 23120 - Bicycle Repairer | 23.08 |
| 23125 - Cable Splicer | 34.12 |
| 23130 - Carpenter Maintenance | 26.35 |
| 23140 - Carpet Layer | 27.13 |
| 23160 - Electrician Maintenance | 32.18 |
| 23181 - Electronics Technician Maintenance I | 29.43 |
| 23182 - Electronics Technician Maintenance II | 31.00 |
| 23183 - Electronics Technician Maintenance III | 32.55 |
| 23260 - Fabric Worker | 24.36 |
| 23290 - Fire Alarm System Mechanic | 28.27 |
| 23310 - Fire Extinguisher Repairer | 23.08 |
| 23311 - Fuel Distribution System Mechanic | 30.64 |
| 23312 - Fuel Distribution System Operator | 24.95 |
| 23370 - General Maintenance Worker | 22.33 |
| 23380 - Ground Support Equipment Mechanic | 40.43 |
| 23381 - Ground Support Equipment Servicer | 34.75 |
| 23382 - Ground Support Equipment Worker | 36.56 |
| 23391 - Gunsmith I | 23.08 |
| 23392 - Gunsmith II | 25.63 |
| 23393 - Gunsmith III | 28.34 |
| 23410 - Heating Ventilation And Air-Conditioning Mechanic | 26.04 |
| 23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) | 27.26 |
| 23430 - Heavy Equipment Mechanic | 30.41 |
| 23440 - Heavy Equipment Operator | 29.83 |
| 23460 - Instrument Mechanic | 34.44 |
| 23465 - Laboratory/Shelter Mechanic | 27.00 |
| 23470 - Laborer | 14.35*** |
| 23510 - Locksmith | 26.68 |
| 23530 - Machinery Maintenance Mechanic | 29.74 |
| 23550 - Machinist Maintenance | 22.55 |
| 23580 - Maintenance Trades Helper | 20.86 |
| 23591 - Metrology Technician I | 34.44 |
| 23592 - Metrology Technician II | 36.04 |
| 23593 - Metrology Technician III | 37.37 |
| 23640 - Millwright | 32.88 |
| 23710 - Office Appliance Repairer | 22.47 |
| 23760 - Painter Maintenance | 22.34 |
| 23790 - Pipefitter Maintenance | 26.83 |
| 23810 - Plumber Maintenance | 26.03 |
| 23820 - Pneudraulic Systems Mechanic | 28.34 |
| 23850 - Rigger | 31.00 |
| 23870 - Scale Mechanic | 25.63 |
| 23890 - Sheet-Metal Worker Maintenance | 28.32 |
| 23910 - Small Engine Mechanic | 21.61 |
| 23931 - Telecommunications Mechanic I | 27.85 |
| 23932 - Telecommunications Mechanic II | 29.15 |
| 23950 - Telephone Lineman | 22.85 |
| 23960 - Welder Combination Maintenance | 24.19 |
| 23965 - Well Driller | 29.79 |
| 23970 - Woodcraft Worker | 28.34 |
| 23980 - Woodworker | 23.08 |
| 24000 - Personal Needs Occupations | |
| 24550 - Case Manager | 17.95 |
| 24570 - Child Care Attendant | 12.74*** |
| 24580 - Child Care Center Clerk | 17.75 |
| 24610 - Chore Aide | 11.75*** |
| 24620 - Family Readiness And Support Services Coordinator | 17.95 |
| 24630 - Homemaker | 19.78 |

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|---|----------|
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 34.62 |
| 25040 - Sewage Plant Operator | 37.43 |
| 25070 - Stationary Engineer | 34.62 |
| 25190 - Ventilation Equipment Tender | 26.64 |
| 25210 - Water Treatment Plant Operator | 37.43 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 29.99 |
| 27007 - Baggage Inspector | 15.26 |
| 27008 - Corrections Officer | 29.91 |
| 27010 - Court Security Officer | 34.08 |
| 27030 - Detection Dog Handler | 20.45 |
| 27040 - Detention Officer | 29.91 |
| 27070 - Firefighter | 38.33 |
| 27101 - Guard I | 15.26 |
| 27102 - Guard II | 20.45 |
| 27131 - Police Officer I | 35.83 |
| 27132 - Police Officer II | 39.81 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 13.68*** |
| 28042 - Carnival Equipment Repairer | 14.49*** |
| 28043 - Carnival Worker | 11.09*** |
| 28210 - Gate Attendant/Gate Tender | 17.04 |
| 28310 - Lifeguard | 11.52*** |
| 28350 - Park Attendant (Aide) | 19.07 |
| 28510 - Recreation Aide/Health Facility Attendant | 13.91*** |
| 28515 - Recreation Specialist | 21.93 |
| 28630 - Sports Official | 15.17 |
| 28690 - Swimming Pool Operator | 20.30 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 31.92 |
| 29020 - Hatch Tender | 31.92 |
| 29030 - Line Handler | 31.92 |
| 29041 - Stevedore I | 30.34 |
| 29042 - Stevedore II | 33.62 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist Center (HFO) (see 2) | 40.89 |
| 30011 - Air Traffic Control Specialist Station (HFO) (see 2) | 28.19 |
| 30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) | 31.05 |
| 30021 - Archeological Technician I | 20.33 |
| 30022 - Archeological Technician II | 22.74 |
| 30023 - Archeological Technician III | 26.16 |
| 30030 - Cartographic Technician | 28.17 |
| 30040 - Civil Engineering Technician | 27.63 |
| 30051 - Cryogenic Technician I | 27.11 |
| 30052 - Cryogenic Technician II | 29.94 |
| 30061 - Drafter/CAD Operator I | 20.33 |
| 30062 - Drafter/CAD Operator II | 22.74 |
| 30063 - Drafter/CAD Operator III | 25.36 |
| 30064 - Drafter/CAD Operator IV | 30.87 |
| 30081 - Engineering Technician I | 16.94 |
| 30082 - Engineering Technician II | 19.03 |
| 30083 - Engineering Technician III | 23.33 |
| 30084 - Engineering Technician IV | 26.37 |
| 30085 - Engineering Technician V | 32.26 |
| 30086 - Engineering Technician VI | 39.04 |
| 30090 - Environmental Technician | 26.42 |
| 30095 - Evidence Control Specialist | 24.48 |
| 30210 - Laboratory Technician | 27.41 |
| 30221 - Latent Fingerprint Technician I | 31.34 |
| 30222 - Latent Fingerprint Technician II | 34.61 |
| 30240 - Mathematical Technician | 34.09 |
| 30361 - Paralegal/Legal Assistant I | 18.55 |
| 30362 - Paralegal/Legal Assistant II | 22.97 |
| 30363 - Paralegal/Legal Assistant III | 28.10 |

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|---|---------------|
| 30364 - Paralegal/Legal Assistant IV | 34.00 |
| 30375 - Petroleum Supply Specialist | 29.94 |
| 30390 - Photo-Optics Technician | 28.17 |
| 30395 - Radiation Control Technician | 29.94 |
| 30461 - Technical Writer I | 22.64 |
| 30462 - Technical Writer II | 27.70 |
| 30463 - Technical Writer III | 33.51 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 25.98 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 31.44 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 37.68 |
| 30494 - Unexploded (UXO) Safety Escort | 25.98 |
| 30495 - Unexploded (UXO) Sweep Personnel | 25.98 |
| 30501 - Weather Forecaster I | 28.49 |
| 30502 - Weather Forecaster II | 34.64 |
| 30620 - Weather Observer Combined Upper Air Or | (see 2) 25.36 |
| Surface Programs | |
| 30621 - Weather Observer Senior | (see 2) 27.49 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31010 - Airplane Pilot | 31.44 |
| 31020 - Bus Aide | 15.71 |
| 31030 - Bus Driver | 20.01 |
| 31043 - Driver Courier | 15.86 |
| 31260 - Parking and Lot Attendant | 12.77*** |
| 31290 - Shuttle Bus Driver | 16.79 |
| 31310 - Taxi Driver | 14.50*** |
| 31361 - Truckdriver Light | 16.79 |
| 31362 - Truckdriver Medium | 17.72 |
| 31363 - Truckdriver Heavy | 23.44 |
| 31364 - Truckdriver Tractor-Trailer | 23.44 |
| 99000 - Miscellaneous Occupations | |
| 99020 - Cabin Safety Specialist | 15.33 |
| 99030 - Cashier | 11.42*** |
| 99050 - Desk Clerk | 16.67 |
| 99095 - Embalmer | 30.13 |
| 99130 - Flight Follower | 25.98 |
| 99251 - Laboratory Animal Caretaker I | 13.19*** |
| 99252 - Laboratory Animal Caretaker II | 13.96*** |
| 99260 - Marketing Analyst | 28.70 |
| 99310 - Mortician | 30.13 |
| 99410 - Pest Controller | 22.28 |
| 99510 - Photofinishing Worker | 16.36 |
| 99710 - Recycling Laborer | 20.10 |
| 99711 - Recycling Specialist | 22.92 |
| 99730 - Refuse Collector | 18.57 |
| 99810 - Sales Clerk | 12.29*** |
| 99820 - School Crossing Guard | 15.13 |
| 99830 - Survey Party Chief | 37.15 |
| 99831 - Surveying Aide | 21.13 |
| 99832 - Surveying Technician | 28.98 |
| 99840 - Vending Machine Attendant | 18.29 |
| 99841 - Vending Machine Repairer | 21.58 |
| 99842 - Vending Machine Repairer Helper | 18.36 |

***Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 (\$15.00 per hour) or 13658 (\$11.25 per hour). Please see the Note at the top of the wage determination for more information. Please also note that the minimum wage requirements of Executive Order 14026 and 13658 are not currently being enforced as to contracts or contract-like instruments entered into with the federal government in connection with seasonal recreational services or seasonal recreational equipment rental for the general public on federal lands.

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.60 per hour up to 40 hours per week or \$184.00 per week or \$797.33 per month

HEALTH & WELFARE EO 13706: \$4.23 per hour up to 40 hours per week or \$169.20 per week or \$733.20 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 5 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Juneteenth National Independence Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than \$27.63 (or on a salary or fee basis at a rate not less than \$455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541.400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds \$27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees

who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR 4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1)).

**** HAZARDOUS PAY DIFFERENTIAL ****

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder.

All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary

affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However in those instances where the uniforms furnished are made of "wash and wear" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated."

| | |
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| "REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor | U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210 Wage Determination No.: 2015-4143 Revision No.: 20 Date Of Last Revision: 03/15/2022 |
| Daniel W. Simms Director | Division of Wage Determinations |

Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

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| If the contract is entered into on or after January 30 2022 or the contract is renewed or extended (e.g. an option is exercised) on or after January 30 2022: | With certain exceptions Executive Order 14026 applies to the contract. The contractor must pay all covered workers at least \$15.00 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in 2022. |
| If the contract was awarded on or between January 1 2015 and January 29 2022 and the contract is not renewed or extended on or after January 30 2022: | With certain exceptions Executive Order 13658 applies to the contract. The contractor must pay all covered workers at least \$11.25 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in 2022. |

The applicable Executive Order minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the Executive Orders is available at <https://www.dol.gov/agencies/whd/government-contracts>.

State: New York

Area: New York Counties of Albany Rensselaer Saratoga Schenectady Schoharie

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|----------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 17.36 |
| 01012 - Accounting Clerk II | | 19.50 |
| 01013 - Accounting Clerk III | | 21.81 |
| 01020 - Administrative Assistant | | 32.87 |
| 01035 - Court Reporter | | 24.28 |
| 01041 - Customer Service Representative I | | 15.21 |
| 01042 - Customer Service Representative II | | 16.59 |
| 01043 - Customer Service Representative III | | 18.64 |
| 01051 - Data Entry Operator I | | 15.03 |
| 01052 - Data Entry Operator II | | 16.39 |
| 01060 - Dispatcher Motor Vehicle | | 22.04 |
| 01070 - Document Preparation Clerk | | 14.78*** |
| 01090 - Duplicating Machine Operator | | 14.78*** |
| 01111 - General Clerk I | | 14.53*** |
| 01112 - General Clerk II | | 15.86 |
| 01113 - General Clerk III | | 17.81 |

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| 01120 - Housing Referral Assistant | 20.75 |
| 01141 - Messenger Courier | 16.69 |
| 01191 - Order Clerk I | 14.65*** |
| 01192 - Order Clerk II | 15.99 |
| 01261 - Personnel Assistant (Employment) I | 18.79 |
| 01262 - Personnel Assistant (Employment) II | 21.01 |
| 01263 - Personnel Assistant (Employment) III | 23.42 |
| 01270 - Production Control Clerk | 23.21 |
| 01290 - Rental Clerk | 15.80 |
| 01300 - Scheduler Maintenance | 16.65 |
| 01311 - Secretary I | 16.65 |
| 01312 - Secretary II | 18.62 |
| 01313 - Secretary III | 20.75 |
| 01320 - Service Order Dispatcher | 19.71 |
| 01410 - Supply Technician | 32.87 |
| 01420 - Survey Worker | 17.86 |
| 01460 - Switchboard Operator/Receptionist | 16.62 |
| 01531 - Travel Clerk I | 15.60 |
| 01532 - Travel Clerk II | 16.83 |
| 01533 - Travel Clerk III | 18.07 |
| 01611 - Word Processor I | 14.94*** |
| 01612 - Word Processor II | 16.79 |
| 01613 - Word Processor III | 18.77 |
| 05000 - Automotive Service Occupations | |
| 05005 - Automobile Body Repairer Fiberglass | 23.94 |
| 05010 - Automotive Electrician | 22.10 |
| 05040 - Automotive Glass Installer | 20.75 |
| 05070 - Automotive Worker | 20.75 |
| 05110 - Mobile Equipment Servicer | 18.14 |
| 05130 - Motor Equipment Metal Mechanic | 23.29 |
| 05160 - Motor Equipment Metal Worker | 20.75 |
| 05190 - Motor Vehicle Mechanic | 23.29 |
| 05220 - Motor Vehicle Mechanic Helper | 16.72 |
| 05250 - Motor Vehicle Upholstery Worker | 19.56 |
| 05280 - Motor Vehicle Wrecker | 20.75 |
| 05310 - Painter Automotive | 22.10 |
| 05340 - Radiator Repair Specialist | 20.75 |
| 05370 - Tire Repairer | 19.16 |
| 05400 - Transmission Repair Specialist | 23.29 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 15.09 |
| 07041 - Cook I | 15.25 |
| 07042 - Cook II | 17.45 |
| 07070 - Dishwasher | 12.65*** |
| 07130 - Food Service Worker | 13.29*** |
| 07210 - Meat Cutter | 18.14 |
| 07260 - Waiter/Waitress | 13.28*** |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 19.76 |
| 09040 - Furniture Handler | 13.47*** |
| 09080 - Furniture Refinisher | 19.76 |
| 09090 - Furniture Refinisher Helper | 16.01 |
| 09110 - Furniture Repairer Minor | 18.19 |
| 09130 - Upholsterer | 19.76 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner Vehicles | 13.81*** |
| 11060 - Elevator Operator | 13.81*** |
| 11090 - Gardener | 22.15 |
| 11122 - Housekeeping Aide | 14.33*** |
| 11150 - Janitor | 14.33*** |
| 11210 - Laborer Grounds Maintenance | 16.88 |
| 11240 - Maid or Houseman | 12.73*** |
| 11260 - Pruner | 15.12 |
| 11270 - Tractor Operator | 20.41 |
| 11330 - Trail Maintenance Worker | 16.88 |

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| 11360 - Window Cleaner | 15.99 |
| 12000 - Health Occupations | |
| 12010 Ambulance Driver | 21.79 |
| 12011 - Breath Alcohol Technician | 19.87 |
| 12012 - Certified Occupational Therapist Assistant | 24.79 |
| 12015 - Certified Physical Therapist Assistant | 25.67 |
| 12020 Dental Assistant | 21.17 |
| 12025 - Dental Hygienist | 34.22 |
| 12030 - EKG Technician | 26.42 |
| 12035 - Electroneurodiagnostic Technologist | 26.42 |
| 12040 Emergency Medical Technician | 21.79 |
| 12071 - Licensed Practical Nurse I | 17.77 |
| 12072 - Licensed Practical Nurse II | 19.87 |
| 12073 - Licensed Practical Nurse III | 22.15 |
| 12100 Medical Assistant | 16.88 |
| 12130 - Medical Laboratory Technician | 28.17 |
| 12160 - Medical Record Clerk | 18.39 |
| 12190 - Medical Record Technician | 20.82 |
| 12195 Medical Transcriptionist | 21.69 |
| 12210 - Nuclear Medicine Technologist | 43.10 |
| 12221 - Nursing Assistant I | 12.30*** |
| 12222 - Nursing Assistant II | 13.82*** |
| 12223 Nursing Assistant III | 15.08 |
| 12224 - Nursing Assistant IV | 16.94 |
| 12235 - Optical Dispenser | 27.51 |
| 12236 - Optical Technician | 20.45 |
| 12250 Pharmacy Technician | 15.46 |
| 12280 - Phlebotomist | 17.55 |
| 12305 - Radiologic Technologist | 31.28 |
| 12311 - Registered Nurse I | 23.56 |
| 12312 Registered Nurse II | 28.81 |
| 12313 - Registered Nurse II Specialist | 28.81 |
| 12314 - Registered Nurse III | 34.87 |
| 12315 - Registered Nurse III Anesthetist | 34.87 |
| 12316 Registered Nurse IV | 41.79 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 26.99 |
| 12320 - Substance Abuse Treatment Counselor | 21.90 |
| 13000 - Information And Arts Occupations | |
| 13011 Exhibits Specialist I | 22.70 |
| 13012 - Exhibits Specialist II | 28.13 |
| 13013 - Exhibits Specialist III | 34.41 |
| 13041 - Illustrator I | 22.70 |
| 13042 Illustrator II | 28.13 |
| 13043 - Illustrator III | 34.41 |
| 13047 - Librarian | 31.15 |
| 13050 - Library Aide/Clerk | 15.33 |
| 13054 Library Information Technology Systems Administrator | 28.13 |
| 13058 - Library Technician | 16.62 |
| 13061 - Media Specialist I | 20.30 |
| 13062 Media Specialist II | 22.70 |
| 13063 - Media Specialist III | 25.31 |
| 13071 - Photographer I | 18.22 |
| 13072 - Photographer II | 20.38 |
| 13073 Photographer III | 25.24 |
| 13074 - Photographer IV | 31.60 |
| 13075 - Photographer V | 37.36 |
| 13090 - Technical Order Library Clerk | 19.26 |
| 13110 Video Teleconference Technician | 24.42 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 18.23 |
| 14042 - Computer Operator II | 20.39 |
| 14043 Computer Operator III | 22.75 |
| 14044 - Computer Operator IV | 25.26 |
| 14045 - Computer Operator V | 27.97 |

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| 14071 - Computer Programmer I | (see 1) | 20.55 |
| 14072 - Computer Programmer II | (see 1) | 25.46 |
| 14073 - Computer Programmer III | (see 1) | |
| 14074 - Computer Programmer IV | (see 1) | |
| 14101 - Computer Systems Analyst I | (see 1) | |
| 14102 - Computer Systems Analyst II | (see 1) | |
| 14103 - Computer Systems Analyst III | (see 1) | |
| 14150 - Peripheral Equipment Operator | | 18.23 |
| 14160 - Personal Computer Support Technician | | 25.26 |
| 14170 - System Support Specialist | | 32.71 |
| 15000 - Instructional Occupations | | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | | 30.50 |
| 15020 - Aircrew Training Devices Instructor (Rated) | | 33.57 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | | 40.18 |
| 15050 - Computer Based Training Specialist / Instructor | | 30.50 |
| 15060 - Educational Technologist | | 35.56 |
| 15070 - Flight Instructor (Pilot) | | 40.18 |
| 15080 - Graphic Artist | | 27.66 |
| 15085 - Maintenance Test Pilot Fixed Jet/Prop | | 40.18 |
| 15086 - Maintenance Test Pilot Rotary Wing | | 40.18 |
| 15088 - Non-Maintenance Test/Co-Pilot | | 40.18 |
| 15090 - Technical Instructor | | 25.78 |
| 15095 - Technical Instructor/Course Developer | | 31.54 |
| 15110 - Test Proctor | | 20.81 |
| 15120 - Tutor | | 20.81 |
| 16000 - Laundry Dry-Cleaning Pressing And Related Occupations | | |
| 16010 - Assembler | | 13.67*** |
| 16030 - Counter Attendant | | 13.67*** |
| 16040 - Dry Cleaner | | 15.62 |
| 16070 - Finisher Flatwork Machine | | 13.67*** |
| 16090 - Presser Hand | | 13.67*** |
| 16110 - Presser Machine Drycleaning | | 13.67*** |
| 16130 - Presser Machine Shirts | | 13.67*** |
| 16160 - Presser Machine Wearing Apparel Laundry | | 13.67*** |
| 16190 - Sewing Machine Operator | | 16.27 |
| 16220 - Tailor | | 16.92 |
| 16250 - Washer Machine | | 14.32*** |
| 19000 - Machine Tool Operation And Repair Occupations | | |
| 19010 - Machine-Tool Operator (Tool Room) | | 28.49 |
| 19040 - Tool And Die Maker | | 33.32 |
| 21000 - Materials Handling And Packing Occupations | | |
| 21020 - Forklift Operator | | 20.85 |
| 21030 - Material Coordinator | | 22.79 |
| 21040 - Material Expediter | | 22.79 |
| 21050 - Material Handling Laborer | | 16.90 |
| 21071 - Order Filler | | 14.99*** |
| 21080 - Production Line Worker (Food Processing) | | 20.85 |
| 21110 - Shipping Packer | | 18.30 |
| 21130 - Shipping/Receiving Clerk | | 18.30 |
| 21140 - Store Worker I | | 13.49*** |
| 21150 - Stock Clerk | | 18.81 |
| 21210 - Tools And Parts Attendant | | 20.85 |
| 21410 - Warehouse Specialist | | 20.85 |
| 23000 - Mechanics And Maintenance And Repair Occupations | | |
| 23010 - Aerospace Structural Welder | | 28.23 |
| 23019 - Aircraft Logs and Records Technician | | 23.28 |
| 23021 - Aircraft Mechanic I | | 27.29 |
| 23022 - Aircraft Mechanic II | | 28.23 |
| 23023 - Aircraft Mechanic III | | 29.31 |
| 23040 - Aircraft Mechanic Helper | | 20.47 |
| 23050 - Aircraft Painter | | 25.89 |
| 23060 - Aircraft Servicer | | 23.28 |
| 23070 - Aircraft Survival Flight Equipment Technician | | 25.89 |
| 23080 - Aircraft Worker | | 24.32 |
| 23091 - Aircrew Life Support Equipment (ALSE) Mechanic | | 24.32 |

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| 23092 - Aircrew Life Support Equipment (ALSE) Mechanic | 27.29 |
| II | |
| 23110 - Appliance Mechanic | 28.92 |
| 23120 - Bicycle Repairer | 23.74 |
| 23125 - Cable Splicer | 45.80 |
| 23130 - Carpenter Maintenance | 26.23 |
| 23140 - Carpet Layer | 27.17 |
| 23160 - Electrician Maintenance | 30.31 |
| 23181 - Electronics Technician Maintenance I | 26.72 |
| 23182 - Electronics Technician Maintenance II | 28.44 |
| 23183 - Electronics Technician Maintenance III | 29.98 |
| 23260 - Fabric Worker | 25.60 |
| 23290 - Fire Alarm System Mechanic | 25.09 |
| 23310 - Fire Extinguisher Repairer | 23.74 |
| 23311 - Fuel Distribution System Mechanic | 41.47 |
| 23312 - Fuel Distribution System Operator | 32.30 |
| 23370 - General Maintenance Worker | 19.78 |
| 23380 - Ground Support Equipment Mechanic | 27.29 |
| 23381 - Ground Support Equipment Servicer | 23.28 |
| 23382 - Ground Support Equipment Worker | 24.32 |
| 23391 - Gunsmith I | 23.74 |
| 23392 - Gunsmith II | 27.17 |
| 23393 - Gunsmith III | 30.49 |
| 23410 - Heating Ventilation And Air-Conditioning Mechanic | 29.32 |
| 23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) | 30.33 |
| 23430 - Heavy Equipment Mechanic | 28.13 |
| 23440 - Heavy Equipment Operator | 30.27 |
| 23460 - Instrument Mechanic | 34.21 |
| 23465 - Laboratory/Shelter Mechanic | 28.92 |
| 23470 - Laborer | 16.90 |
| 23510 - Locksmith | 23.91 |
| 23530 - Machinery Maintenance Mechanic | 28.41 |
| 23550 - Machinist Maintenance | 23.73 |
| 23580 - Maintenance Trades Helper | 18.99 |
| 23591 - Metrology Technician I | 34.21 |
| 23592 - Metrology Technician II | 35.39 |
| 23593 - Metrology Technician III | 36.74 |
| 23640 - Millwright | 31.67 |
| 23710 - Office Appliance Repairer | 20.69 |
| 23760 - Painter Maintenance | 21.85 |
| 23790 - Pipefitter Maintenance | 37.66 |
| 23810 - Plumber Maintenance | 35.73 |
| 23820 - Pneudraulic Systems Mechanic | 30.49 |
| 23850 - Rigger | 30.49 |
| 23870 - Scale Mechanic | 27.17 |
| 23890 - Sheet-Metal Worker Maintenance | 30.42 |
| 23910 - Small Engine Mechanic | 18.58 |
| 23931 - Telecommunications Mechanic I | 35.09 |
| 23932 - Telecommunications Mechanic II | 36.32 |
| 23950 - Telephone Lineman | 32.34 |
| 23960 - Welder Combination Maintenance | 23.88 |
| 23965 - Well Driller | 31.17 |
| 23970 - Woodcraft Worker | 30.49 |
| 23980 - Woodworker | 23.74 |
| 24000 - Personal Needs Occupations | |
| 24550 - Case Manager | 18.45 |
| 24570 - Child Care Attendant | 12.70*** |
| 24580 - Child Care Center Clerk | 15.83 |
| 24610 - Chore Aide | 14.32*** |
| 24620 - Family Readiness And Support Services Coordinator | 18.45 |
| 24630 - Homemaker | 18.45 |

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| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 27.97 |
| 25040 - Sewage Plant Operator | 24.71 |
| 25070 - Stationary Engineer | 27.97 |
| 25190 - Ventilation Equipment Tender | 20.07 |
| 25210 - Water Treatment Plant Operator | 24.71 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 24.97 |
| 27007 - Baggage Inspector | 17.03 |
| 27008 - Corrections Officer | 25.32 |
| 27010 - Court Security Officer | 26.53 |
| 27030 - Detection Dog Handler | 19.04 |
| 27040 - Detention Officer | 25.32 |
| 27070 - Firefighter | 28.83 |
| 27101 - Guard I | 17.03 |
| 27102 - Guard II | 19.04 |
| 27131 - Police Officer I | 30.14 |
| 27132 - Police Officer II | 33.50 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 16.66 |
| 28042 - Carnival Equipment Repairer | 18.07 |
| 28043 - Carnival Worker | 12.34*** |
| 28210 - Gate Attendant/Gate Tender | 15.48 |
| 28310 - Lifeguard | 12.41*** |
| 28350 - Park Attendant (Aide) | 17.31 |
| 28510 - Recreation Aide/Health Facility Attendant | 12.63*** |
| 28515 - Recreation Specialist | 21.45 |
| 28630 - Sports Official | 13.78*** |
| 28690 - Swimming Pool Operator | 20.68 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 27.27 |
| 29020 - Hatch Tender | 27.27 |
| 29030 - Line Handler | 27.27 |
| 29041 - Stevedore I | 25.70 |
| 29042 - Stevedore II | 29.03 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist Center (HFO) (see 2) | 40.96 |
| 30011 - Air Traffic Control Specialist Station (HFO) (see 2) | 28.25 |
| 30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) | 31.10 |
| 30021 - Archeological Technician I | 19.17 |
| 30022 - Archeological Technician II | 21.44 |
| 30023 - Archeological Technician III | 26.56 |
| 30030 - Cartographic Technician | 26.56 |
| 30040 - Civil Engineering Technician | 29.66 |
| 30051 - Cryogenic Technician I | 29.41 |
| 30052 - Cryogenic Technician II | 32.48 |
| 30061 - Drafter/CAD Operator I | 19.17 |
| 30062 - Drafter/CAD Operator II | 21.44 |
| 30063 - Drafter/CAD Operator III | 23.89 |
| 30064 - Drafter/CAD Operator IV | 29.41 |
| 30081 - Engineering Technician I | 15.61 |
| 30082 - Engineering Technician II | 17.52 |
| 30083 - Engineering Technician III | 19.60 |
| 30084 - Engineering Technician IV | 24.29 |
| 30085 - Engineering Technician V | 29.71 |
| 30086 - Engineering Technician VI | 35.94 |
| 30090 - Environmental Technician | 25.31 |
| 30095 - Evidence Control Specialist | 26.56 |
| 30210 - Laboratory Technician | 28.70 |
| 30221 - Latent Fingerprint Technician I | 30.14 |
| 30222 - Latent Fingerprint Technician II | 33.29 |
| 30240 - Mathematical Technician | 28.89 |
| 30361 - Paralegal/Legal Assistant I | 18.39 |
| 30362 - Paralegal/Legal Assistant II | 22.35 |
| 30363 - Paralegal/Legal Assistant III | 27.35 |

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| 30364 - Paralegal/Legal Assistant IV | 33.09 |
| 30375 - Petroleum Supply Specialist | 32.48 |
| 30390 - Photo-Optics Technician | 26.56 |
| 30395 - Radiation Control Technician | 32.48 |
| 30461 - Technical Writer I | 23.33 |
| 30462 - Technical Writer II | 28.54 |
| 30463 - Technical Writer III | 34.54 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 26.03 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 31.49 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 37.75 |
| 30494 - Unexploded (UXO) Safety Escort | 26.03 |
| 30495 - Unexploded (UXO) Sweep Personnel | 26.03 |
| 30501 - Weather Forecaster I | 29.41 |
| 30502 - Weather Forecaster II | 35.78 |
| 30620 - Weather Observer Combined Upper Air Or | (see 2) 23.89 |
| Surface Programs | |
| 30621 - Weather Observer Senior | (see 2) 26.56 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31010 - Airplane Pilot | 31.49 |
| 31020 - Bus Aide | 14.89*** |
| 31030 - Bus Driver | 20.61 |
| 31043 - Driver Courier | 17.06 |
| 31260 - Parking and Lot Attendant | 13.92*** |
| 31290 - Shuttle Bus Driver | 16.94 |
| 31310 - Taxi Driver | 15.37 |
| 31361 - Truckdriver Light | 18.51 |
| 31362 - Truckdriver Medium | 19.96 |
| 31363 - Truckdriver Heavy | 24.32 |
| 31364 - Truckdriver Tractor-Trailer | 24.32 |
| 99000 - Miscellaneous Occupations | |
| 99020 - Cabin Safety Specialist | 15.35 |
| 99030 - Cashier | 12.55*** |
| 99050 - Desk Clerk | 13.93*** |
| 99095 - Embalmer | 36.35 |
| 99130 - Flight Follower | 26.03 |
| 99251 - Laboratory Animal Caretaker I | 15.95 |
| 99252 - Laboratory Animal Caretaker II | 17.31 |
| 99260 - Marketing Analyst | 33.88 |
| 99310 - Mortician | 36.35 |
| 99410 - Pest Controller | 19.61 |
| 99510 - Photofinishing Worker | 14.75*** |
| 99710 - Recycling Laborer | 21.91 |
| 99711 - Recycling Specialist | 26.50 |
| 99730 - Refuse Collector | 19.63 |
| 99810 - Sales Clerk | 13.65*** |
| 99820 - School Crossing Guard | 14.27*** |
| 99830 - Survey Party Chief | 32.49 |
| 99831 - Surveying Aide | 19.37 |
| 99832 - Surveying Technician | 29.55 |
| 99840 - Vending Machine Attendant | 20.57 |
| 99841 - Vending Machine Repairer | 25.54 |
| 99842 - Vending Machine Repairer Helper | 20.57 |

***Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 (\$15.00 per hour) or 13658 (\$11.25 per hour). Please see the Note at the top of the wage determination for more information. Please also note that the minimum wage requirements of Executive Order 14026 and 13658 are not currently being enforced as to contracts or contract-like instruments entered into with the federal government in connection with seasonal recreational services or seasonal recreational equipment rental for the general public on federal lands.

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.60 per hour up to 40 hours per week or \$184.00 per week or \$797.33 per month

HEALTH & WELFARE EO 13706: \$4.23 per hour up to 40 hours per week or \$169.20 per week or \$733.20 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 8 years 4 weeks after 15 years and 5 weeks after 25 years.

Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Juneteenth National Independence Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than \$27.63 (or on a salary or fee basis at a rate not less than \$455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541.400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds \$27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees

who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

**** HAZARDOUS PAY DIFFERENTIAL ****

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary

affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However in those instances where the uniforms furnished are made of "wash and wear" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

**** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS ****

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

**** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) ****

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR 4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).
- 4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

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| "REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor | U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210 Wage Determination No.: 2015-4157 Revision No.: 17 Date Of Last Revision: 03/15/2022 |
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Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

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| If the contract is entered into on or after January 30 2022 or the contract is renewed or extended (e.g. an option is exercised) on or after January 30 2022: | With certain exceptions Executive Order 14026 applies to the contract. The contractor must pay all covered workers at least \$15.00 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in 2022. |
| If the contract was awarded on or between January 1 2015 and January 29 2022 and the contract is not renewed or extended on or after January 30 2022: | With certain exceptions Executive Order 13658 applies to the contract. The contractor must pay all covered workers at least \$11.25 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in 2022. |

The applicable Executive Order minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the Executive Orders is available at <https://www.dol.gov/agencies/whd/government-contracts>.

State: New York

Area: New York Counties of Nassau Suffolk

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 19.16 |
| 01012 - Accounting Clerk II | | 21.53 |
| 01013 - Accounting Clerk III | | 24.07 |
| 01020 - Administrative Assistant | | 36.15 |
| 01035 - Court Reporter | | 34.85 |
| 01041 - Customer Service Representative I | | 16.76 |
| 01042 - Customer Service Representative II | | 18.29 |
| 01043 - Customer Service Representative III | | 20.54 |
| 01051 - Data Entry Operator I | | 17.08 |
| 01052 - Data Entry Operator II | | 18.63 |
| 01060 - Dispatcher Motor Vehicle | | 25.79 |
| 01070 - Document Preparation Clerk | | 17.13 |
| 01090 - Duplicating Machine Operator | | 17.13 |
| 01111 - General Clerk I | | 15.53 |
| 01112 - General Clerk II | | 17.49 |
| 01113 - General Clerk III | | 19.02 |

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| 01120 - Housing Referral Assistant | 26.92 |
| 01141 - Messenger Courier | 17.19 |
| 01191 - Order Clerk I | 19.59 |
| 01192 - Order Clerk II | 20.45 |
| 01261 - Personnel Assistant (Employment) I | 18.96 |
| 01262 - Personnel Assistant (Employment) II | 21.22 |
| 01263 - Personnel Assistant (Employment) III | 23.66 |
| 01270 - Production Control Clerk | 25.78 |
| 01290 - Rental Clerk | 18.04 |
| 01300 - Scheduler Maintenance | 21.57 |
| 01311 - Secretary I | 21.57 |
| 01312 - Secretary II | 24.82 |
| 01313 - Secretary III | 26.92 |
| 01320 - Service Order Dispatcher | 20.50 |
| 01410 - Supply Technician | 36.15 |
| 01420 - Survey Worker | 21.68 |
| 01460 - Switchboard Operator/Receptionist | 17.45 |
| 01531 - Travel Clerk I | 17.80 |
| 01532 - Travel Clerk II | 19.28 |
| 01533 - Travel Clerk III | 20.93 |
| 01611 - Word Processor I | 17.91 |
| 01612 - Word Processor II | 20.16 |
| 01613 - Word Processor III | 22.50 |
| 05000 - Automotive Service Occupations | |
| 05005 - Automobile Body Repairer Fiberglass | 28.50 |
| 05010 - Automotive Electrician | 28.50 |
| 05040 - Automotive Glass Installer | 27.31 |
| 05070 - Automotive Worker | 27.31 |
| 05110 - Mobile Equipment Servicer | 20.80 |
| 05130 - Motor Equipment Metal Mechanic | 29.80 |
| 05160 - Motor Equipment Metal Worker | 27.31 |
| 05190 - Motor Vehicle Mechanic | 29.68 |
| 05220 - Motor Vehicle Mechanic Helper | 23.15 |
| 05250 - Motor Vehicle Upholstery Worker | 26.12 |
| 05280 - Motor Vehicle Wrecker | 27.31 |
| 05310 - Painter Automotive | 28.50 |
| 05340 - Radiator Repair Specialist | 27.31 |
| 05370 - Tire Repairer | 16.92 |
| 05400 - Transmission Repair Specialist | 29.68 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 18.55 |
| 07041 - Cook I | 18.13 |
| 07042 - Cook II | 20.24 |
| 07070 - Dishwasher | 13.83*** |
| 07130 - Food Service Worker | 14.12*** |
| 07210 - Meat Cutter | 22.64 |
| 07260 - Waiter/Waitress | 15.14 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 22.16 |
| 09040 - Furniture Handler | 16.83 |
| 09080 - Furniture Refinisher | 22.16 |
| 09090 - Furniture Refinisher Helper | 18.01 |
| 09110 - Furniture Repairer Minor | 20.37 |
| 09130 - Upholsterer | 24.38 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner Vehicles | 15.24 |
| 11060 - Elevator Operator | 17.27 |
| 11090 - Gardener | 21.29 |
| 11122 - Housekeeping Aide | 17.27 |
| 11150 - Janitor | 17.27 |
| 11210 - Laborer Grounds Maintenance | 17.51 |
| 11240 - Maid or Houseman | 15.74 |
| 11260 - Pruner | 16.27 |
| 11270 - Tractor Operator | 20.04 |
| 11330 - Trail Maintenance Worker | 17.51 |

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| 11360 - Window Cleaner | 18.59 |
| 12000 - Health Occupations | |
| 12010 Ambulance Driver | 25.29 |
| 12011 - Breath Alcohol Technician | 25.29 |
| 12012 - Certified Occupational Therapist Assistant | 33.97 |
| 12015 - Certified Physical Therapist Assistant | 30.02 |
| 12020 Dental Assistant | 21.30 |
| 12025 - Dental Hygienist | 47.34 |
| 12030 - EKG Technician | 35.71 |
| 12035 - Electroneurodiagnostic Technologist | 35.71 |
| 12040 Emergency Medical Technician | 25.29 |
| 12071 - Licensed Practical Nurse I | 23.69 |
| 12072 - Licensed Practical Nurse II | 24.91 |
| 12073 - Licensed Practical Nurse III | 27.77 |
| 12100 Medical Assistant | 18.71 |
| 12130 - Medical Laboratory Technician | 34.18 |
| 12160 - Medical Record Clerk | 22.19 |
| 12190 - Medical Record Technician | 24.81 |
| 12195 Medical Transcriptionist | 21.37 |
| 12210 - Nuclear Medicine Technologist | 44.71 |
| 12221 - Nursing Assistant I | 14.14*** |
| 12222 - Nursing Assistant II | 15.88 |
| 12223 Nursing Assistant III | 17.33 |
| 12224 - Nursing Assistant IV | 19.47 |
| 12235 - Optical Dispenser | 28.25 |
| 12236 - Optical Technician | 17.81 |
| 12250 Pharmacy Technician | 17.20 |
| 12280 - Phlebotomist | 23.02 |
| 12305 - Radiologic Technologist | 37.34 |
| 12311 - Registered Nurse I | 32.76 |
| 12312 Registered Nurse II | 38.41 |
| 12313 - Registered Nurse II Specialist | 38.41 |
| 12314 - Registered Nurse III | 49.39 |
| 12315 - Registered Nurse III Anesthetist | 49.39 |
| 12316 Registered Nurse IV | 59.22 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 30.85 |
| 12320 - Substance Abuse Treatment Counselor | 27.76 |
| 13000 - Information And Arts Occupations | |
| 13011 Exhibits Specialist I | 27.27 |
| 13012 - Exhibits Specialist II | 33.78 |
| 13013 - Exhibits Specialist III | 41.32 |
| 13041 - Illustrator I | 28.35 |
| 13042 Illustrator II | 33.23 |
| 13043 - Illustrator III | 40.66 |
| 13047 - Librarian | 37.25 |
| 13050 - Library Aide/Clerk | 17.64 |
| 13054 Library Information Technology Systems Administrator | 32.65 |
| 13058 - Library Technician | 25.62 |
| 13061 - Media Specialist I | 23.57 |
| 13062 Media Specialist II | 26.35 |
| 13063 - Media Specialist III | 29.39 |
| 13071 - Photographer I | 21.29 |
| 13072 - Photographer II | 24.62 |
| 13073 Photographer III | 32.88 |
| 13074 - Photographer IV | 44.26 |
| 13075 - Photographer V | 50.85 |
| 13090 - Technical Order Library Clerk | 22.16 |
| 13110 Video Teleconference Technician | 27.98 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 20.90 |
| 14042 - Computer Operator II | 23.39 |
| 14043 Computer Operator III | 26.08 |
| 14044 - Computer Operator IV | 28.99 |
| 14045 - Computer Operator V | 32.09 |

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| 14071 - Computer Programmer I | (see 1) | 27.56 |
| 14072 - Computer Programmer II | (see 1) | |
| 14073 - Computer Programmer III | (see 1) | |
| 14074 - Computer Programmer IV | (see 1) | |
| 14101 - Computer Systems Analyst I | (see 1) | |
| 14102 - Computer Systems Analyst II | (see 1) | |
| 14103 - Computer Systems Analyst III | (see 1) | |
| 14150 - Peripheral Equipment Operator | | 20.90 |
| 14160 - Personal Computer Support Technician | | 28.99 |
| 14170 - System Support Specialist | | 39.59 |
| 15000 - Instructional Occupations | | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | | 39.54 |
| 15020 - Aircrew Training Devices Instructor (Rated) | | 43.75 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | | 52.46 |
| 15050 - Computer Based Training Specialist / Instructor | | 39.54 |
| 15060 - Educational Technologist | | 38.23 |
| 15070 - Flight Instructor (Pilot) | | 52.46 |
| 15080 - Graphic Artist | | 33.31 |
| 15085 - Maintenance Test Pilot Fixed Jet/Prop | | 50.36 |
| 15086 - Maintenance Test Pilot Rotary Wing | | 50.36 |
| 15088 - Non-Maintenance Test/Co-Pilot | | 50.36 |
| 15090 - Technical Instructor | | 32.16 |
| 15095 - Technical Instructor/Course Developer | | 39.22 |
| 15110 - Test Proctor | | 25.56 |
| 15120 - Tutor | | 25.56 |
| 16000 - Laundry Dry-Cleaning Pressing And Related Occupations | | |
| 16010 - Assembler | | 17.13 |
| 16030 - Counter Attendant | | 17.13 |
| 16040 - Dry Cleaner | | 19.58 |
| 16070 - Finisher Flatwork Machine | | 17.13 |
| 16090 - Presser Hand | | 17.13 |
| 16110 - Presser Machine Drycleaning | | 17.13 |
| 16130 - Presser Machine Shirts | | 17.13 |
| 16160 - Presser Machine Wearing Apparel Laundry | | 17.13 |
| 16190 - Sewing Machine Operator | | 20.39 |
| 16220 - Tailor | | 21.20 |
| 16250 - Washer Machine | | 17.94 |
| 19000 - Machine Tool Operation And Repair Occupations | | |
| 19010 - Machine-Tool Operator (Tool Room) | | 25.28 |
| 19040 - Tool And Die Maker | | 29.49 |
| 21000 - Materials Handling And Packing Occupations | | |
| 21020 - Forklift Operator | | 19.48 |
| 21030 - Material Coordinator | | 25.78 |
| 21040 - Material Expediter | | 25.78 |
| 21050 - Material Handling Laborer | | 15.67 |
| 21071 - Order Filler | | 17.00 |
| 21080 - Production Line Worker (Food Processing) | | 19.48 |
| 21110 - Shipping Packer | | 18.49 |
| 21130 - Shipping/Receiving Clerk | | 18.49 |
| 21140 - Store Worker I | | 17.62 |
| 21150 - Stock Clerk | | 22.08 |
| 21210 - Tools And Parts Attendant | | 19.48 |
| 21410 - Warehouse Specialist | | 19.48 |
| 23000 - Mechanics And Maintenance And Repair Occupations | | |
| 23010 - Aerospace Structural Welder | | 39.63 |
| 23019 - Aircraft Logs and Records Technician | | 33.40 |
| 23021 - Aircraft Mechanic I | | 38.14 |
| 23022 - Aircraft Mechanic II | | 39.63 |
| 23023 - Aircraft Mechanic III | | 41.12 |
| 23040 - Aircraft Mechanic Helper | | 29.68 |
| 23050 - Aircraft Painter | | 36.71 |
| 23060 - Aircraft Servicer | | 33.40 |
| 23070 - Aircraft Survival Flight Equipment Technician | | 36.71 |
| 23080 - Aircraft Worker | | 35.20 |
| 23091 - Aircrew Life Support Equipment (ALSE) Mechanic | | 35.20 |

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| 23092 - Aircrew Life Support Equipment (ALSE) Mechanic | 38.14 |
| II | |
| 23110 - Appliance Mechanic | 24.38 |
| 23120 - Bicycle Repairer | 23.87 |
| 23125 - Cable Splicer | 46.85 |
| 23130 - Carpenter Maintenance | 30.97 |
| 23140 - Carpet Layer | 32.96 |
| 23160 - Electrician Maintenance | 37.18 |
| 23181 - Electronics Technician Maintenance I | 29.09 |
| 23182 - Electronics Technician Maintenance II | 30.34 |
| 23183 - Electronics Technician Maintenance III | 31.52 |
| 23260 - Fabric Worker | 34.74 |
| 23290 - Fire Alarm System Mechanic | 28.97 |
| 23310 - Fire Extinguisher Repairer | 27.72 |
| 23311 - Fuel Distribution System Mechanic | 39.84 |
| 23312 - Fuel Distribution System Operator | 33.48 |
| 23370 - General Maintenance Worker | 24.67 |
| 23380 - Ground Support Equipment Mechanic | 38.14 |
| 23381 - Ground Support Equipment Servicer | 33.40 |
| 23382 - Ground Support Equipment Worker | 35.20 |
| 23391 - Gunsmith I | 27.72 |
| 23392 - Gunsmith II | 30.94 |
| 23393 - Gunsmith III | 33.53 |
| 23410 - Heating Ventilation And Air-Conditioning Mechanic | 31.91 |
| 23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) | 33.16 |
| 23430 - Heavy Equipment Mechanic | 32.77 |
| 23440 - Heavy Equipment Operator | 42.64 |
| 23460 - Instrument Mechanic | 30.86 |
| 23465 - Laboratory/Shelter Mechanic | 32.27 |
| 23470 - Laborer | 15.95 |
| 23510 - Locksmith | 26.59 |
| 23530 - Machinery Maintenance Mechanic | 29.57 |
| 23550 - Machinist Maintenance | 24.11 |
| 23580 - Maintenance Trades Helper | 17.71 |
| 23591 - Metrology Technician I | 30.86 |
| 23592 - Metrology Technician II | 33.34 |
| 23593 - Metrology Technician III | 33.27 |
| 23640 - Millwright | 40.14 |
| 23710 - Office Appliance Repairer | 23.55 |
| 23760 - Painter Maintenance | 26.78 |
| 23790 - Pipefitter Maintenance | 43.18 |
| 23810 - Plumber Maintenance | 41.57 |
| 23820 - Pneudraulic Systems Mechanic | 33.53 |
| 23850 - Rigger | 35.67 |
| 23870 - Scale Mechanic | 30.94 |
| 23890 - Sheet-Metal Worker Maintenance | 33.93 |
| 23910 - Small Engine Mechanic | 23.31 |
| 23931 - Telecommunications Mechanic I | 35.34 |
| 23932 - Telecommunications Mechanic II | 36.72 |
| 23950 - Telephone Lineman | 43.55 |
| 23960 - Welder Combination Maintenance | 24.31 |
| 23965 - Well Driller | 32.75 |
| 23970 - Woodcraft Worker | 33.53 |
| 23980 - Woodworker | 27.72 |
| 24000 - Personal Needs Occupations | |
| 24550 - Case Manager | 18.40 |
| 24570 - Child Care Attendant | 14.62*** |
| 24580 - Child Care Center Clerk | 18.22 |
| 24610 - Chore Aide | 14.15*** |
| 24620 - Family Readiness And Support Services Coordinator | 18.40 |
| 24630 - Homemaker | 18.40 |

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| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 42.11 |
| 25040 - Sewage Plant Operator | 36.48 |
| 25070 - Stationary Engineer | 42.11 |
| 25190 - Ventilation Equipment Tender | 32.76 |
| 25210 - Water Treatment Plant Operator | 36.48 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 23.43 |
| 27007 - Baggage Inspector | 17.98 |
| 27008 - Corrections Officer | 41.23 |
| 27010 - Court Security Officer | 39.73 |
| 27030 - Detection Dog Handler | 20.36 |
| 27040 - Detention Officer | 41.23 |
| 27070 - Firefighter | 44.02 |
| 27101 - Guard I | 17.98 |
| 27102 - Guard II | 20.36 |
| 27131 - Police Officer I | 43.09 |
| 27132 - Police Officer II | 47.83 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 16.59 |
| 28042 - Carnival Equipment Repairer | 17.63 |
| 28043 - Carnival Worker | 13.67*** |
| 28210 - Gate Attendant/Gate Tender | 19.09 |
| 28310 - Lifeguard | 14.63*** |
| 28350 - Park Attendant (Aide) | 21.34 |
| 28510 - Recreation Aide/Health Facility Attendant | 18.95 |
| 28515 - Recreation Specialist | 26.44 |
| 28630 - Sports Official | 16.99 |
| 28690 - Swimming Pool Operator | 20.98 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 30.94 |
| 29020 - Hatch Tender | 30.94 |
| 29030 - Line Handler | 30.94 |
| 29041 - Stevedore I | 29.36 |
| 29042 - Stevedore II | 32.85 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist Center (HFO) (see 2) | 46.55 |
| 30011 - Air Traffic Control Specialist Station (HFO) (see 2) | 32.10 |
| 30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) | 35.35 |
| 30021 - Archeological Technician I | 22.43 |
| 30022 - Archeological Technician II | 26.50 |
| 30023 - Archeological Technician III | 31.09 |
| 30030 - Cartographic Technician | 29.15 |
| 30040 - Civil Engineering Technician | 29.61 |
| 30051 - Cryogenic Technician I | 30.19 |
| 30052 - Cryogenic Technician II | 33.35 |
| 30061 - Drafter/CAD Operator I | 19.69 |
| 30062 - Drafter/CAD Operator II | 26.50 |
| 30063 - Drafter/CAD Operator III | 29.42 |
| 30064 - Drafter/CAD Operator IV | 31.09 |
| 30081 - Engineering Technician I | 19.98 |
| 30082 - Engineering Technician II | 22.47 |
| 30083 - Engineering Technician III | 25.28 |
| 30084 - Engineering Technician IV | 31.22 |
| 30085 - Engineering Technician V | 38.08 |
| 30086 - Engineering Technician VI | 46.20 |
| 30090 - Environmental Technician | 26.77 |
| 30095 - Evidence Control Specialist | 27.26 |
| 30210 - Laboratory Technician | 24.89 |
| 30221 - Latent Fingerprint Technician I | 28.96 |
| 30222 - Latent Fingerprint Technician II | 31.99 |
| 30240 - Mathematical Technician | 37.62 |
| 30361 - Paralegal/Legal Assistant I | 23.36 |
| 30362 - Paralegal/Legal Assistant II | 28.94 |
| 30363 - Paralegal/Legal Assistant III | 35.39 |

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| 30364 - Paralegal/Legal Assistant IV | 42.84 |
| 30375 - Petroleum Supply Specialist | 33.35 |
| 30390 - Photo-Optics Technician | 28.11 |
| 30395 - Radiation Control Technician | 33.35 |
| 30461 - Technical Writer I | 27.45 |
| 30462 - Technical Writer II | 33.57 |
| 30463 - Technical Writer III | 40.63 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 29.58 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 35.79 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 42.90 |
| 30494 - Unexploded (UXO) Safety Escort | 29.58 |
| 30495 - Unexploded (UXO) Sweep Personnel | 29.58 |
| 30501 - Weather Forecaster I | 31.09 |
| 30502 - Weather Forecaster II | 37.82 |
| 30620 - Weather Observer Combined Upper Air Or | (see 2) 29.42 |
| Surface Programs | |
| 30621 - Weather Observer Senior | (see 2) 27.27 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31010 - Airplane Pilot | 35.79 |
| 31020 - Bus Aide | 23.30 |
| 31030 - Bus Driver | 29.35 |
| 31043 - Driver Courier | 18.42 |
| 31260 - Parking and Lot Attendant | 14.16*** |
| 31290 - Shuttle Bus Driver | 19.65 |
| 31310 - Taxi Driver | 17.31 |
| 31361 - Truckdriver Light | 19.57 |
| 31362 - Truckdriver Medium | 20.73 |
| 31363 - Truckdriver Heavy | 26.97 |
| 31364 - Truckdriver Tractor-Trailer | 26.97 |
| 99000 - Miscellaneous Occupations | |
| 99020 - Cabin Safety Specialist | 17.45 |
| 99030 - Cashier | 18.74 |
| 99050 - Desk Clerk | 15.36 |
| 99095 - Embalmer | 38.57 |
| 99130 - Flight Follower | 29.58 |
| 99251 - Laboratory Animal Caretaker I | 16.38 |
| 99252 - Laboratory Animal Caretaker II | 17.40 |
| 99260 - Marketing Analyst | 39.07 |
| 99310 - Mortician | 38.57 |
| 99410 - Pest Controller | 21.18 |
| 99510 - Photofinishing Worker | 18.83 |
| 99710 - Recycling Laborer | 33.83 |
| 99711 - Recycling Specialist | 38.72 |
| 99730 - Refuse Collector | 31.43 |
| 99810 - Sales Clerk | 14.80*** |
| 99820 - School Crossing Guard | 18.85 |
| 99830 - Survey Party Chief | 36.74 |
| 99831 - Surveying Aide | 21.57 |
| 99832 - Surveying Technician | 28.46 |
| 99840 - Vending Machine Attendant | 23.55 |
| 99841 - Vending Machine Repairer | 27.93 |
| 99842 - Vending Machine Repairer Helper | 23.55 |

***Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 (\$15.00 per hour) or 13658 (\$11.25 per hour). Please see the Note at the top of the wage determination for more information. Please also note that the minimum wage requirements of Executive Order 14026 and 13658 are not currently being enforced as to contracts or contract-like instruments entered into with the federal government in connection with seasonal recreational services or seasonal recreational equipment rental for the general public on federal lands.

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.60 per hour up to 40 hours per week or \$184.00 per week or \$797.33 per month

HEALTH & WELFARE EO 13706: \$4.23 per hour up to 40 hours per week or \$169.20 per week or \$733.20 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years 4 weeks after 15 years and 5 weeks after 25 years.

Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of twelve paid holidays per year: New Year's Day Martin Luther King Jr's Birthday Washington's Birthday Good Friday Memorial Day Juneteenth National Independence Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than \$27.63 (or on a salary or fee basis at a rate not less than \$455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541.400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds \$27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees

who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

**** HAZARDOUS PAY DIFFERENTIAL ****

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder.

All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary

affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However in those instances where the uniforms furnished are made of "wash and wear" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

**** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS ****

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

**** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) ****

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR 4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).
- 4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

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| "REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor | U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210 Wage Determination No.: 2015-4733 Revision No.: 16 Date Of Last Revision: 03/15/2022 |
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Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

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| If the contract is entered into on or after January 30 2022 or the contract is renewed or extended (e.g. an option is exercised) on or after January 30 2022: | With certain exceptions Executive Order 14026 applies to the contract. The contractor must pay all covered workers at least \$15.00 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in 2022. |
| If the contract was awarded on or between January 1 2015 and January 29 2022 and the contract is not renewed or extended on or after January 30 2022: | With certain exceptions Executive Order 13658 applies to the contract. The contractor must pay all covered workers at least \$11.25 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in 2022. |

The applicable Executive Order minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the Executive Orders is available at <https://www.dol.gov/agencies/whd/government-contracts>.

State: Ohio

Area: Ohio County of Allen

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|----------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 14.48*** |
| 01012 - Accounting Clerk II | | 16.26 |
| 01013 - Accounting Clerk III | | 18.19 |
| 01020 - Administrative Assistant | | 25.06 |
| 01035 - Court Reporter | | 18.60 |
| 01041 - Customer Service Representative I | | 13.14*** |
| 01042 - Customer Service Representative II | | 14.41*** |
| 01043 - Customer Service Representative III | | 16.13 |
| 01051 - Data Entry Operator I | | 13.57*** |
| 01052 - Data Entry Operator II | | 14.80*** |
| 01060 - Dispatcher Motor Vehicle | | 17.12 |
| 01070 - Document Preparation Clerk | | 14.80*** |
| 01090 - Duplicating Machine Operator | | 14.80*** |
| 01111 - General Clerk I | | 12.92*** |
| 01112 - General Clerk II | | 14.10*** |
| 01113 - General Clerk III | | 15.84 |

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| 01120 - Housing Referral Assistant | 20.73 |
| 01141 - Messenger Courier | 13.80*** |
| 01191 - Order Clerk I | 13.57*** |
| 01192 - Order Clerk II | 14.80*** |
| 01261 - Personnel Assistant (Employment) I | 16.63 |
| 01262 - Personnel Assistant (Employment) II | 18.60 |
| 01263 - Personnel Assistant (Employment) III | 20.73 |
| 01270 - Production Control Clerk | 28.13 |
| 01290 - Rental Clerk | 13.04*** |
| 01300 - Scheduler Maintenance | 16.63 |
| 01311 - Secretary I | 16.63 |
| 01312 - Secretary II | 18.60 |
| 01313 - Secretary III | 20.73 |
| 01320 - Service Order Dispatcher | 15.30 |
| 01410 - Supply Technician | 25.06 |
| 01420 - Survey Worker | 18.60 |
| 01460 - Switchboard Operator/Receptionist | 14.34*** |
| 01531 - Travel Clerk I | 13.87*** |
| 01532 - Travel Clerk II | 14.82*** |
| 01533 - Travel Clerk III | 15.80 |
| 01611 - Word Processor I | 14.80*** |
| 01612 - Word Processor II | 16.63 |
| 01613 - Word Processor III | 18.60 |
| 05000 - Automotive Service Occupations | |
| 05005 - Automobile Body Repairer Fiberglass | 21.85 |
| 05010 - Automotive Electrician | 20.78 |
| 05040 - Automotive Glass Installer | 20.09 |
| 05070 - Automotive Worker | 20.09 |
| 05110 - Mobile Equipment Servicer | 18.71 |
| 05130 - Motor Equipment Metal Mechanic | 21.44 |
| 05160 - Motor Equipment Metal Worker | 19.99 |
| 05190 - Motor Vehicle Mechanic | 21.85 |
| 05220 - Motor Vehicle Mechanic Helper | 17.98 |
| 05250 - Motor Vehicle Upholstery Worker | 19.36 |
| 05280 - Motor Vehicle Wrecker | 20.09 |
| 05310 - Painter Automotive | 20.78 |
| 05340 - Radiator Repair Specialist | 20.09 |
| 05370 - Tire Repairer | 16.74 |
| 05400 - Transmission Repair Specialist | 21.44 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 14.53*** |
| 07041 - Cook I | 13.83*** |
| 07042 - Cook II | 15.69 |
| 07070 - Dishwasher | 9.80*** |
| 07130 - Food Service Worker | 10.63*** |
| 07210 - Meat Cutter | 16.86 |
| 07260 - Waiter/Waitress | 9.85*** |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 25.63 |
| 09040 - Furniture Handler | 17.61 |
| 09080 - Furniture Refinisher | 25.63 |
| 09090 - Furniture Refinisher Helper | 20.16 |
| 09110 - Furniture Repairer Minor | 23.23 |
| 09130 - Upholsterer | 25.63 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner Vehicles | 13.69*** |
| 11060 - Elevator Operator | 13.69*** |
| 11090 - Gardener | 17.12 |
| 11122 - Housekeeping Aide | 12.21*** |
| 11150 - Janitor | 12.21*** |
| 11210 - Laborer Grounds Maintenance | 13.44*** |
| 11240 - Maid or Houseman | 10.42*** |
| 11260 - Pruner | 12.25*** |
| 11270 - Tractor Operator | 15.88 |
| 11330 - Trail Maintenance Worker | 13.44*** |

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| 11360 - Window Cleaner | 13.40*** |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 16.90 |
| 12011 - Breath Alcohol Technician | 18.59 |
| 12012 - Certified Occupational Therapist Assistant | 26.86 |
| 12015 - Certified Physical Therapist Assistant | 26.98 |
| 12020 - Dental Assistant | 17.24 |
| 12025 - Dental Hygienist | 28.45 |
| 12030 - EKG Technician | 29.67 |
| 12035 - Electroneurodiagnostic Technologist | 29.67 |
| 12040 - Emergency Medical Technician | 16.90 |
| 12071 - Licensed Practical Nurse I | 17.51 |
| 12072 - Licensed Practical Nurse II | 19.58 |
| 12073 - Licensed Practical Nurse III | 21.82 |
| 12100 - Medical Assistant | 15.94 |
| 12130 - Medical Laboratory Technician | 26.16 |
| 12160 - Medical Record Clerk | 16.31 |
| 12190 - Medical Record Technician | 18.24 |
| 12195 - Medical Transcriptionist | 17.51 |
| 12210 - Nuclear Medicine Technologist | 43.02 |
| 12221 - Nursing Assistant I | 11.35*** |
| 12222 - Nursing Assistant II | 12.76*** |
| 12223 - Nursing Assistant III | 13.92*** |
| 12224 - Nursing Assistant IV | 15.64 |
| 12235 - Optical Dispenser | 19.58 |
| 12236 - Optical Technician | 17.51 |
| 12250 - Pharmacy Technician | 15.40 |
| 12280 - Phlebotomist | 16.55 |
| 12305 - Radiologic Technologist | 29.60 |
| 12311 - Registered Nurse I | 23.36 |
| 12312 - Registered Nurse II | 28.58 |
| 12313 - Registered Nurse II Specialist | 28.58 |
| 12314 - Registered Nurse III | 34.58 |
| 12315 - Registered Nurse III Anesthetist | 34.58 |
| 12316 - Registered Nurse IV | 41.44 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 24.25 |
| 12320 - Substance Abuse Treatment Counselor | 23.38 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 20.05 |
| 13012 - Exhibits Specialist II | 24.84 |
| 13013 - Exhibits Specialist III | 30.38 |
| 13041 - Illustrator I | 20.05 |
| 13042 - Illustrator II | 24.84 |
| 13043 - Illustrator III | 30.38 |
| 13047 - Librarian | 27.51 |
| 13050 - Library Aide/Clerk | 15.25 |
| 13054 - Library Information Technology Systems Administrator | 24.84 |
| 13058 - Library Technician | 18.08 |
| 13061 - Media Specialist I | 17.40 |
| 13062 - Media Specialist II | 18.63 |
| 13063 - Media Specialist III | 20.76 |
| 13071 - Photographer I | 16.17 |
| 13072 - Photographer II | 18.63 |
| 13073 - Photographer III | 23.07 |
| 13074 - Photographer IV | 27.40 |
| 13075 - Photographer V | 33.16 |
| 13090 - Technical Order Library Clerk | 18.08 |
| 13110 - Video Teleconference Technician | 17.92 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 14.70*** |
| 14042 - Computer Operator II | 16.45 |
| 14043 - Computer Operator III | 18.32 |
| 14044 - Computer Operator IV | 23.73 |
| 14045 - Computer Operator V | 23.87 |

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| 14071 - Computer Programmer I | (see 1) | 22.07 |
| 14072 - Computer Programmer II | (see 1) | 27.39 |
| 14073 - Computer Programmer III | (see 1) | |
| 14074 - Computer Programmer IV | (see 1) | |
| 14101 - Computer Systems Analyst I | (see 1) | |
| 14102 - Computer Systems Analyst II | (see 1) | |
| 14103 - Computer Systems Analyst III | (see 1) | |
| 14150 - Peripheral Equipment Operator | | 14.70*** |
| 14160 - Personal Computer Support Technician | | 24.13 |
| 14170 - System Support Specialist | | 27.01 |
| 15000 - Instructional Occupations | | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | | 26.04 |
| 15020 - Aircrew Training Devices Instructor (Rated) | | 33.34 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | | 37.76 |
| 15050 - Computer Based Training Specialist / Instructor | | 27.62 |
| 15060 - Educational Technologist | | 30.44 |
| 15070 - Flight Instructor (Pilot) | | 37.76 |
| 15080 - Graphic Artist | | 27.69 |
| 15085 - Maintenance Test Pilot Fixed Jet/Prop | | 37.76 |
| 15086 - Maintenance Test Pilot Rotary Wing | | 37.76 |
| 15088 - Non-Maintenance Test/Co-Pilot | | 37.76 |
| 15090 - Technical Instructor | | 27.39 |
| 15095 - Technical Instructor/Course Developer | | 33.51 |
| 15110 - Test Proctor | | 22.12 |
| 15120 - Tutor | | 22.12 |
| 16000 - Laundry Dry-Cleaning Pressing And Related Occupations | | |
| 16010 - Assembler | | 10.49*** |
| 16030 - Counter Attendant | | 10.49*** |
| 16040 - Dry Cleaner | | 13.04*** |
| 16070 - Finisher Flatwork Machine | | 10.49*** |
| 16090 - Presser Hand | | 10.49*** |
| 16110 - Presser Machine Drycleaning | | 10.49*** |
| 16130 - Presser Machine Shirts | | 10.49*** |
| 16160 - Presser Machine Wearing Apparel Laundry | | 10.49*** |
| 16190 - Sewing Machine Operator | | 13.98*** |
| 16220 - Tailor | | 14.88*** |
| 16250 - Washer Machine | | 11.20*** |
| 19000 - Machine Tool Operation And Repair Occupations | | |
| 19010 - Machine-Tool Operator (Tool Room) | | 26.88 |
| 19040 - Tool And Die Maker | | 30.81 |
| 21000 - Materials Handling And Packing Occupations | | |
| 21020 - Forklift Operator | | 17.99 |
| 21030 - Material Coordinator | | 28.13 |
| 21040 - Material Expediter | | 28.13 |
| 21050 - Material Handling Laborer | | 14.38*** |
| 21071 - Order Filler | | 12.54*** |
| 21080 - Production Line Worker (Food Processing) | | 17.99 |
| 21110 - Shipping Packer | | 17.10 |
| 21130 - Shipping/Receiving Clerk | | 17.10 |
| 21140 - Store Worker I | | 14.74*** |
| 21150 - Stock Clerk | | 19.62 |
| 21210 - Tools And Parts Attendant | | 17.99 |
| 21410 - Warehouse Specialist | | 17.99 |
| 23000 - Mechanics And Maintenance And Repair Occupations | | |
| 23010 - Aerospace Structural Welder | | 29.26 |
| 23019 - Aircraft Logs and Records Technician | | 24.13 |
| 23021 - Aircraft Mechanic I | | 28.28 |
| 23022 - Aircraft Mechanic II | | 29.26 |
| 23023 - Aircraft Mechanic III | | 30.34 |
| 23040 - Aircraft Mechanic Helper | | 20.93 |
| 23050 - Aircraft Painter | | 27.29 |
| 23060 - Aircraft Servicer | | 24.13 |
| 23070 - Aircraft Survival Flight Equipment Technician | | 27.29 |
| 23080 - Aircraft Worker | | 25.60 |
| 23091 - Aircrew Life Support Equipment (ALSE) Mechanic | | 25.60 |

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| I | |
| 23092 - Aircrew Life Support Equipment (ALSE) Mechanic | 28.28 |
| II | |
| 23110 - Appliance Mechanic | 22.39 |
| 23120 - Bicycle Repairer | 22.55 |
| 23125 - Cable Splicer | 28.28 |
| 23130 - Carpenter Maintenance | 21.18 |
| 23140 - Carpet Layer | 26.38 |
| 23160 - Electrician Maintenance | 32.96 |
| 23181 - Electronics Technician Maintenance I | 25.60 |
| 23182 - Electronics Technician Maintenance II | 27.29 |
| 23183 - Electronics Technician Maintenance III | 28.28 |
| 23260 - Fabric Worker | 24.13 |
| 23290 - Fire Alarm System Mechanic | 24.20 |
| 23310 - Fire Extinguisher Repairer | 22.55 |
| 23311 - Fuel Distribution System Mechanic | 28.28 |
| 23312 - Fuel Distribution System Operator | 22.55 |
| 23370 - General Maintenance Worker | 18.53 |
| 23380 - Ground Support Equipment Mechanic | 28.28 |
| 23381 - Ground Support Equipment Servicer | 24.13 |
| 23382 - Ground Support Equipment Worker | 25.60 |
| 23391 - Gunsmith I | 22.55 |
| 23392 - Gunsmith II | 25.60 |
| 23393 - Gunsmith III | 28.28 |
| 23410 - Heating Ventilation And Air-Conditioning Mechanic | 24.88 |
| 23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) | 25.74 |
| 23430 - Heavy Equipment Mechanic | 29.16 |
| 23440 - Heavy Equipment Operator | 28.05 |
| 23460 - Instrument Mechanic | 28.28 |
| 23465 - Laboratory/Shelter Mechanic | 27.29 |
| 23470 - Laborer | 14.38*** |
| 23510 - Locksmith | 27.29 |
| 23530 - Machinery Maintenance Mechanic | 28.59 |
| 23550 - Machinist Maintenance | 26.17 |
| 23580 - Maintenance Trades Helper | 19.03 |
| 23591 - Metrology Technician I | 28.28 |
| 23592 - Metrology Technician II | 29.26 |
| 23593 - Metrology Technician III | 30.34 |
| 23640 - Millwright | 27.97 |
| 23710 - Office Appliance Repairer | 27.29 |
| 23760 - Painter Maintenance | 21.45 |
| 23790 - Pipefitter Maintenance | 27.87 |
| 23810 - Plumber Maintenance | 26.99 |
| 23820 - Pneudraulic Systems Mechanic | 28.28 |
| 23850 - Rigger | 28.28 |
| 23870 - Scale Mechanic | 25.60 |
| 23890 - Sheet-Metal Worker Maintenance | 29.08 |
| 23910 - Small Engine Mechanic | 25.60 |
| 23931 - Telecommunications Mechanic I | 29.16 |
| 23932 - Telecommunications Mechanic II | 30.17 |
| 23950 - Telephone Lineman | 28.28 |
| 23960 - Welder Combination Maintenance | 26.35 |
| 23965 - Well Driller | 28.28 |
| 23970 - Woodcraft Worker | 28.28 |
| 23980 - Woodworker | 22.55 |
| 24000 - Personal Needs Occupations | |
| 24550 - Case Manager | 15.10 |
| 24570 - Child Care Attendant | 10.51*** |
| 24580 - Child Care Center Clerk | 13.12*** |
| 24610 - Chore Aide | 11.20*** |
| 24620 - Family Readiness And Support Services Coordinator | 15.10 |
| 24630 - Homemaker | 15.10 |

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| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 28.28 |
| 25040 - Sewage Plant Operator | 25.05 |
| 25070 - Stationary Engineer | 28.28 |
| 25190 - Ventilation Equipment Tender | 19.03 |
| 25210 - Water Treatment Plant Operator | 25.05 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 20.74 |
| 27007 - Baggage Inspector | 14.63*** |
| 27008 - Corrections Officer | 24.21 |
| 27010 - Court Security Officer | 25.39 |
| 27030 - Detection Dog Handler | 16.36 |
| 27040 - Detention Officer | 24.21 |
| 27070 - Firefighter | 26.58 |
| 27101 - Guard I | 14.63*** |
| 27102 - Guard II | 16.36 |
| 27131 - Police Officer I | 23.02 |
| 27132 - Police Officer II | 25.57 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 12.53*** |
| 28042 - Carnival Equipment Repairer | 13.50*** |
| 28043 - Carnival Worker | 9.66*** |
| 28210 - Gate Attendant/Gate Tender | 14.61*** |
| 28310 - Lifeguard | 13.01*** |
| 28350 - Park Attendant (Aide) | 16.34 |
| 28510 - Recreation Aide/Health Facility Attendant | 11.92*** |
| 28515 - Recreation Specialist | 18.68 |
| 28630 - Sports Official | 13.01*** |
| 28690 - Swimming Pool Operator | 15.75 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 26.38 |
| 29020 - Hatch Tender | 26.38 |
| 29030 - Line Handler | 26.38 |
| 29041 - Stevedore I | 24.89 |
| 29042 - Stevedore II | 28.13 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist Center (HFO) (see 2) | 40.29 |
| 30011 - Air Traffic Control Specialist Station (HFO) (see 2) | 27.78 |
| 30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) | 30.59 |
| 30021 - Archeological Technician I | 16.68 |
| 30022 - Archeological Technician II | 19.58 |
| 30023 - Archeological Technician III | 24.73 |
| 30030 - Cartographic Technician | 23.53 |
| 30040 - Civil Engineering Technician | 24.56 |
| 30051 - Cryogenic Technician I | 23.75 |
| 30052 - Cryogenic Technician II | 26.24 |
| 30061 - Drafter/CAD Operator I | 16.68 |
| 30062 - Drafter/CAD Operator II | 19.58 |
| 30063 - Drafter/CAD Operator III | 21.82 |
| 30064 - Drafter/CAD Operator IV | 24.73 |
| 30081 - Engineering Technician I | 15.19 |
| 30082 - Engineering Technician II | 17.05 |
| 30083 - Engineering Technician III | 20.32 |
| 30084 - Engineering Technician IV | 25.25 |
| 30085 - Engineering Technician V | 28.91 |
| 30086 - Engineering Technician VI | 34.98 |
| 30090 - Environmental Technician | 24.18 |
| 30095 - Evidence Control Specialist | 21.44 |
| 30210 - Laboratory Technician | 25.77 |
| 30221 - Latent Fingerprint Technician I | 23.75 |
| 30222 - Latent Fingerprint Technician II | 26.24 |
| 30240 - Mathematical Technician | 24.87 |
| 30361 - Paralegal/Legal Assistant I | 16.83 |
| 30362 - Paralegal/Legal Assistant II | 20.85 |
| 30363 - Paralegal/Legal Assistant III | 25.50 |

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| 30364 - Paralegal/Legal Assistant IV | 30.86 |
| 30375 - Petroleum Supply Specialist | 26.24 |
| 30390 - Photo-Optics Technician | 23.53 |
| 30395 - Radiation Control Technician | 26.24 |
| 30461 - Technical Writer I | 23.11 |
| 30462 - Technical Writer II | 28.27 |
| 30463 - Technical Writer III | 34.21 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 25.60 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 30.98 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 37.13 |
| 30494 - Unexploded (UXO) Safety Escort | 25.60 |
| 30495 - Unexploded (UXO) Sweep Personnel | 25.60 |
| 30501 - Weather Forecaster I | 23.75 |
| 30502 - Weather Forecaster II | 28.89 |
| 30620 - Weather Observer Combined Upper Air Or Surface Programs | (see 2) 21.82 |
| 30621 - Weather Observer Senior | (see 2) 23.03 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31010 - Airplane Pilot | 30.98 |
| 31020 - Bus Aide | 14.34*** |
| 31030 - Bus Driver | 19.57 |
| 31043 - Driver Courier | 15.40 |
| 31260 - Parking and Lot Attendant | 12.54*** |
| 31290 - Shuttle Bus Driver | 16.96 |
| 31310 - Taxi Driver | 15.27 |
| 31361 - Truckdriver Light | 16.60 |
| 31362 - Truckdriver Medium | 17.77 |
| 31363 - Truckdriver Heavy | 21.13 |
| 31364 - Truckdriver Tractor-Trailer | 21.13 |
| 99000 - Miscellaneous Occupations | |
| 99020 - Cabin Safety Specialist | 15.10 |
| 99030 - Cashier | 10.57*** |
| 99050 - Desk Clerk | 10.35*** |
| 99095 - Embalmer | 25.60 |
| 99130 - Flight Follower | 25.60 |
| 99251 - Laboratory Animal Caretaker I | 21.21 |
| 99252 - Laboratory Animal Caretaker II | 22.86 |
| 99260 - Marketing Analyst | 26.18 |
| 99310 - Mortician | 25.60 |
| 99410 - Pest Controller | 24.47 |
| 99510 - Photofinishing Worker | 13.45*** |
| 99710 - Recycling Laborer | 18.59 |
| 99711 - Recycling Specialist | 21.96 |
| 99730 - Refuse Collector | 16.93 |
| 99810 - Sales Clerk | 11.22*** |
| 99820 - School Crossing Guard | 16.36 |
| 99830 - Survey Party Chief | 23.39 |
| 99831 - Surveying Aide | 12.33*** |
| 99832 - Surveying Technician | 16.90 |
| 99840 - Vending Machine Attendant | 21.21 |
| 99841 - Vending Machine Repairer | 25.94 |
| 99842 - Vending Machine Repairer Helper | 21.21 |

***Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 (\$15.00 per hour) or 13658 (\$11.25 per hour). Please see the Note at the top of the wage determination for more information. Please also note that the minimum wage requirements of Executive Order 14026 and 13658 are not currently being enforced as to contracts or contract-like instruments entered into with the federal government in connection with seasonal recreational services or seasonal recreational equipment rental for the general public on federal lands.

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.60 per hour up to 40 hours per week or \$184.00 per week or \$797.33 per month

HEALTH & WELFARE EO 13706: \$4.23 per hour up to 40 hours per week or \$169.20 per week or \$733.20 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 5 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of twelve paid holidays per year: New Year's Day Martin Luther King Jr's Birthday Washington's Birthday Good Friday Memorial Day Juneteenth National Independence Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than \$27.63 (or on a salary or fee basis at a rate not less than \$455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541.400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds \$27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees

who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

**** HAZARDOUS PAY DIFFERENTIAL ****

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary

affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However in those instances where the uniforms furnished are made of "wash and wear" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

**** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS ****

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

**** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) ****

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR 4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).
- 4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

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| "REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor | U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210 Wage Determination No.: 2015-4751 Revision No.: 19 Date Of Last Revision: 03/15/2022 |
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Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

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| If the contract is entered into on or after January 30 2022 or the contract is renewed or extended (e.g. an option is exercised) on or after January 30 2022: | With certain exceptions Executive Order 14026 applies to the contract. The contractor must pay all covered workers at least \$15.00 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in 2022. |
| If the contract was awarded on or between January 1 2015 and January 29 2022 and the contract is not renewed or extended on or after January 30 2022: | With certain exceptions Executive Order 13658 applies to the contract. The contractor must pay all covered workers at least \$11.25 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in 2022. |

The applicable Executive Order minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the Executive Orders is available at <https://www.dol.gov/agencies/whd/government-contracts>.

State: Ohio

Area: Ohio Counties of Ashland Ashtabula Erie Huron Wayne

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|----------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 15.21 |
| 01012 - Accounting Clerk II | | 17.08 |
| 01013 - Accounting Clerk III | | 19.10 |
| 01020 - Administrative Assistant | | 24.09 |
| 01035 - Court Reporter | | 17.43 |
| 01041 - Customer Service Representative I | | 13.07*** |
| 01042 - Customer Service Representative II | | 14.69*** |
| 01043 - Customer Service Representative III | | 16.03 |
| 01051 - Data Entry Operator I | | 14.76*** |
| 01052 - Data Entry Operator II | | 16.97 |
| 01060 - Dispatcher Motor Vehicle | | 20.79 |
| 01070 - Document Preparation Clerk | | 13.72*** |
| 01090 - Duplicating Machine Operator | | 13.72*** |
| 01111 - General Clerk I | | 13.46*** |
| 01112 - General Clerk II | | 14.87*** |
| 01113 - General Clerk III | | 16.65 |

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| 01120 - Housing Referral Assistant | 19.43 |
| 01141 - Messenger Courier | 12.44*** |
| 01191 - Order Clerk I | 13.75*** |
| 01192 - Order Clerk II | 15.03 |
| 01261 - Personnel Assistant (Employment) I | 17.06 |
| 01262 - Personnel Assistant (Employment) II | 19.09 |
| 01263 - Personnel Assistant (Employment) III | 21.27 |
| 01270 - Production Control Clerk | 24.48 |
| 01290 - Rental Clerk | 15.48 |
| 01300 - Scheduler Maintenance | 15.59 |
| 01311 - Secretary I | 15.59 |
| 01312 - Secretary II | 17.43 |
| 01313 - Secretary III | 19.43 |
| 01320 - Service Order Dispatcher | 18.84 |
| 01410 - Supply Technician | 24.09 |
| 01420 - Survey Worker | 15.10 |
| 01460 - Switchboard Operator/Receptionist | 13.97*** |
| 01531 - Travel Clerk I | 14.40*** |
| 01532 - Travel Clerk II | 15.35 |
| 01533 - Travel Clerk III | 16.38 |
| 01611 - Word Processor I | 14.47*** |
| 01612 - Word Processor II | 16.25 |
| 01613 - Word Processor III | 18.18 |
| 05000 - Automotive Service Occupations | |
| 05005 - Automobile Body Repairer Fiberglass | 20.33 |
| 05010 - Automotive Electrician | 19.67 |
| 05040 - Automotive Glass Installer | 18.92 |
| 05070 - Automotive Worker | 18.92 |
| 05110 - Mobile Equipment Servicer | 17.27 |
| 05130 - Motor Equipment Metal Mechanic | 20.33 |
| 05160 - Motor Equipment Metal Worker | 18.92 |
| 05190 - Motor Vehicle Mechanic | 20.33 |
| 05220 - Motor Vehicle Mechanic Helper | 16.50 |
| 05250 - Motor Vehicle Upholstery Worker | 18.07 |
| 05280 - Motor Vehicle Wrecker | 18.92 |
| 05310 - Painter Automotive | 19.67 |
| 05340 - Radiator Repair Specialist | 18.92 |
| 05370 - Tire Repairer | 15.89 |
| 05400 - Transmission Repair Specialist | 20.33 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 13.47*** |
| 07041 - Cook I | 13.00*** |
| 07042 - Cook II | 14.81*** |
| 07070 - Dishwasher | 9.44*** |
| 07130 - Food Service Worker | 9.76*** |
| 07210 - Meat Cutter | 17.19 |
| 07260 - Waiter/Waitress | 9.94*** |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 20.60 |
| 09040 - Furniture Handler | 13.89*** |
| 09080 - Furniture Refinisher | 20.60 |
| 09090 - Furniture Refinisher Helper | 15.71 |
| 09110 - Furniture Repairer Minor | 17.22 |
| 09130 - Upholsterer | 20.60 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner Vehicles | 13.58*** |
| 11060 - Elevator Operator | 13.31*** |
| 11090 - Gardener | 17.90 |
| 11122 - Housekeeping Aide | 13.31*** |
| 11150 - Janitor | 13.31*** |
| 11210 - Laborer Grounds Maintenance | 14.10*** |
| 11240 - Maid or Houseman | 10.51*** |
| 11260 - Pruner | 12.82*** |
| 11270 - Tractor Operator | 16.65 |
| 11330 - Trail Maintenance Worker | 14.10*** |

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| 11360 - Window Cleaner | 14.63*** |
| 12000 - Health Occupations | |
| 12010 Ambulance Driver | 17.59 |
| 12011 - Breath Alcohol Technician | 18.97 |
| 12012 - Certified Occupational Therapist Assistant | 28.36 |
| 12015 - Certified Physical Therapist Assistant | 27.78 |
| 12020 Dental Assistant | 19.96 |
| 12025 - Dental Hygienist | 37.04 |
| 12030 - EKG Technician | 28.58 |
| 12035 - Electroneurodiagnostic Technologist | 28.58 |
| 12040 Emergency Medical Technician | 17.59 |
| 12071 - Licensed Practical Nurse I | 17.51 |
| 12072 - Licensed Practical Nurse II | 19.68 |
| 12073 - Licensed Practical Nurse III | 21.84 |
| 12100 Medical Assistant | 15.22 |
| 12130 - Medical Laboratory Technician | 27.01 |
| 12160 - Medical Record Clerk | 15.70 |
| 12190 - Medical Record Technician | 18.48 |
| 12195 Medical Transcriptionist | 18.26 |
| 12210 - Nuclear Medicine Technologist | 35.13 |
| 12221 - Nursing Assistant I | 12.68*** |
| 12222 - Nursing Assistant II | 14.25*** |
| 12223 Nursing Assistant III | 15.55 |
| 12224 - Nursing Assistant IV | 17.47 |
| 12235 - Optical Dispenser | 18.52 |
| 12236 - Optical Technician | 16.96 |
| 12250 Pharmacy Technician | 14.65*** |
| 12280 - Phlebotomist | 15.87 |
| 12305 - Radiologic Technologist | 26.74 |
| 12311 - Registered Nurse I | 24.93 |
| 12312 Registered Nurse II | 30.49 |
| 12313 - Registered Nurse II Specialist | 30.49 |
| 12314 - Registered Nurse III | 36.90 |
| 12315 - Registered Nurse III Anesthetist | 36.90 |
| 12316 Registered Nurse IV | 44.22 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 23.50 |
| 12320 - Substance Abuse Treatment Counselor | 24.33 |
| 13000 - Information And Arts Occupations | |
| 13011 Exhibits Specialist I | 20.58 |
| 13012 - Exhibits Specialist II | 23.96 |
| 13013 - Exhibits Specialist III | 28.55 |
| 13041 - Illustrator I | 20.35 |
| 13042 Illustrator II | 25.21 |
| 13043 - Illustrator III | 30.83 |
| 13047 - Librarian | 29.41 |
| 13050 - Library Aide/Clerk | 13.28*** |
| 13054 Library Information Technology Systems Administrator | 22.30 |
| 13058 - Library Technician | 17.17 |
| 13061 - Media Specialist I | 16.09 |
| 13062 Media Specialist II | 18.01 |
| 13063 - Media Specialist III | 20.07 |
| 13071 - Photographer I | 15.90 |
| 13072 - Photographer II | 18.01 |
| 13073 Photographer III | 22.30 |
| 13074 - Photographer IV | 26.94 |
| 13075 - Photographer V | 32.61 |
| 13090 - Technical Order Library Clerk | 15.90 |
| 13110 Video Teleconference Technician | 17.41 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 16.33 |
| 14042 - Computer Operator II | 18.27 |
| 14043 Computer Operator III | 20.36 |
| 14044 - Computer Operator IV | 22.64 |
| 14045 - Computer Operator V | 25.06 |

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| 14071 - Computer Programmer I | (see 1) | 22.13 |
| 14072 - Computer Programmer II | (see 1) | 27.20 |
| 14073 - Computer Programmer III | (see 1) | |
| 14074 - Computer Programmer IV | (see 1) | |
| 14101 - Computer Systems Analyst I | (see 1) | |
| 14102 - Computer Systems Analyst II | (see 1) | |
| 14103 - Computer Systems Analyst III | (see 1) | |
| 14150 - Peripheral Equipment Operator | | 16.33 |
| 14160 - Personal Computer Support Technician | | 22.64 |
| 14170 - System Support Specialist | | 25.06 |
| 15000 - Instructional Occupations | | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | | 29.19 |
| 15020 - Aircrew Training Devices Instructor (Rated) | | 35.35 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | | 42.34 |
| 15050 - Computer Based Training Specialist / Instructor | | 30.23 |
| 15060 - Educational Technologist | | 31.76 |
| 15070 - Flight Instructor (Pilot) | | 42.34 |
| 15080 - Graphic Artist | | 22.54 |
| 15085 - Maintenance Test Pilot Fixed Jet/Prop | | 42.34 |
| 15086 - Maintenance Test Pilot Rotary Wing | | 42.34 |
| 15088 - Non-Maintenance Test/Co-Pilot | | 42.34 |
| 15090 - Technical Instructor | | 21.22 |
| 15095 - Technical Instructor/Course Developer | | 25.95 |
| 15110 - Test Proctor | | 17.13 |
| 15120 - Tutor | | 17.13 |
| 16000 - Laundry Dry-Cleaning Pressing And Related Occupations | | |
| 16010 - Assembler | | 10.58*** |
| 16030 - Counter Attendant | | 10.58*** |
| 16040 - Dry Cleaner | | 13.17*** |
| 16070 - Finisher Flatwork Machine | | 10.58*** |
| 16090 - Presser Hand | | 10.58*** |
| 16110 - Presser Machine Drycleaning | | 10.58*** |
| 16130 - Presser Machine Shirts | | 10.58*** |
| 16160 - Presser Machine Wearing Apparel Laundry | | 10.58*** |
| 16190 - Sewing Machine Operator | | 14.09*** |
| 16220 - Tailor | | 15.02 |
| 16250 - Washer Machine | | 11.28*** |
| 19000 - Machine Tool Operation And Repair Occupations | | |
| 19010 - Machine-Tool Operator (Tool Room) | | 22.02 |
| 19040 - Tool And Die Maker | | 26.69 |
| 21000 - Materials Handling And Packing Occupations | | |
| 21020 - Forklift Operator | | 18.59 |
| 21030 - Material Coordinator | | 24.48 |
| 21040 - Material Expediter | | 24.48 |
| 21050 - Material Handling Laborer | | 14.95*** |
| 21071 - Order Filler | | 15.06 |
| 21080 - Production Line Worker (Food Processing) | | 18.59 |
| 21110 - Shipping Packer | | 17.07 |
| 21130 - Shipping/Receiving Clerk | | 17.07 |
| 21140 - Store Worker I | | 14.97*** |
| 21150 - Stock Clerk | | 19.91 |
| 21210 - Tools And Parts Attendant | | 18.59 |
| 21410 - Warehouse Specialist | | 18.59 |
| 23000 - Mechanics And Maintenance And Repair Occupations | | |
| 23010 - Aerospace Structural Welder | | 24.00 |
| 23019 - Aircraft Logs and Records Technician | | 20.32 |
| 23021 - Aircraft Mechanic I | | 22.86 |
| 23022 - Aircraft Mechanic II | | 24.00 |
| 23023 - Aircraft Mechanic III | | 24.93 |
| 23040 - Aircraft Mechanic Helper | | 18.55 |
| 23050 - Aircraft Painter | | 22.10 |
| 23060 - Aircraft Servicer | | 20.32 |
| 23070 - Aircraft Survival Flight Equipment Technician | | 22.10 |
| 23080 - Aircraft Worker | | 21.27 |
| 23091 - Aircrew Life Support Equipment (ALSE) Mechanic | | 21.27 |

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| I | |
| 23092 - Aircrew Life Support Equipment (ALSE) Mechanic | 22.86 |
| II | |
| 23110 - Appliance Mechanic | 23.55 |
| 23120 - Bicycle Repairer | 19.57 |
| 23125 - Cable Splicer | 37.15 |
| 23130 - Carpenter Maintenance | 22.39 |
| 23140 - Carpet Layer | 21.92 |
| 23160 - Electrician Maintenance | 28.34 |
| 23181 - Electronics Technician Maintenance I | 26.95 |
| 23182 - Electronics Technician Maintenance II | 28.48 |
| 23183 - Electronics Technician Maintenance III | 29.91 |
| 23260 - Fabric Worker | 20.89 |
| 23290 - Fire Alarm System Mechanic | 21.77 |
| 23310 - Fire Extinguisher Repairer | 19.57 |
| 23311 - Fuel Distribution System Mechanic | 34.84 |
| 23312 - Fuel Distribution System Operator | 27.65 |
| 23370 - General Maintenance Worker | 19.98 |
| 23380 - Ground Support Equipment Mechanic | 22.86 |
| 23381 - Ground Support Equipment Servicer | 20.32 |
| 23382 - Ground Support Equipment Worker | 21.27 |
| 23391 - Gunsmith I | 19.57 |
| 23392 - Gunsmith II | 22.29 |
| 23393 - Gunsmith III | 24.73 |
| 23410 - Heating Ventilation And Air-Conditioning Mechanic | 21.73 |
| 23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) | 22.71 |
| 23430 - Heavy Equipment Mechanic | 22.84 |
| 23440 - Heavy Equipment Operator | 26.87 |
| 23460 - Instrument Mechanic | 24.73 |
| 23465 - Laboratory/Shelter Mechanic | 23.55 |
| 23470 - Laborer | 14.95*** |
| 23510 - Locksmith | 21.34 |
| 23530 - Machinery Maintenance Mechanic | 27.29 |
| 23550 - Machinist Maintenance | 21.77 |
| 23580 - Maintenance Trades Helper | 17.32 |
| 23591 - Metrology Technician I | 25.65 |
| 23592 - Metrology Technician II | 26.67 |
| 23593 - Metrology Technician III | 27.59 |
| 23640 - Millwright | 32.76 |
| 23710 - Office Appliance Repairer | 21.04 |
| 23760 - Painter Maintenance | 21.74 |
| 23790 - Pipefitter Maintenance | 26.96 |
| 23810 - Plumber Maintenance | 23.66 |
| 23820 - Pneudraulic Systems Mechanic | 24.73 |
| 23850 - Rigger | 24.73 |
| 23870 - Scale Mechanic | 22.29 |
| 23890 - Sheet-Metal Worker Maintenance | 23.09 |
| 23910 - Small Engine Mechanic | 19.82 |
| 23931 - Telecommunications Mechanic I | 24.70 |
| 23932 - Telecommunications Mechanic II | 25.58 |
| 23950 - Telephone Lineman | 25.52 |
| 23960 - Welder Combination Maintenance | 20.70 |
| 23965 - Well Driller | 24.73 |
| 23970 - Woodcraft Worker | 24.73 |
| 23980 - Woodworker | 19.57 |
| 24000 - Personal Needs Occupations | |
| 24550 - Case Manager | 16.34 |
| 24570 - Child Care Attendant | 12.25*** |
| 24580 - Child Care Center Clerk | 15.29 |
| 24610 - Chore Aide | 11.61*** |
| 24620 - Family Readiness And Support Services Coordinator | 16.34 |
| 24630 - Homemaker | 17.23 |

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| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 26.21 |
| 25040 - Sewage Plant Operator | 23.71 |
| 25070 - Stationary Engineer | 26.21 |
| 25190 - Ventilation Equipment Tender | 19.87 |
| 25210 - Water Treatment Plant Operator | 23.71 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 19.36 |
| 27007 - Baggage Inspector | 16.98 |
| 27008 - Corrections Officer | 21.90 |
| 27010 - Court Security Officer | 23.11 |
| 27030 - Detection Dog Handler | 18.99 |
| 27040 - Detention Officer | 21.90 |
| 27070 - Firefighter | 22.60 |
| 27101 - Guard I | 16.98 |
| 27102 - Guard II | 18.99 |
| 27131 - Police Officer I | 25.03 |
| 27132 - Police Officer II | 27.80 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 12.60*** |
| 28042 - Carnival Equipment Repairer | 13.54*** |
| 28043 - Carnival Worker | 9.70*** |
| 28210 - Gate Attendant/Gate Tender | 13.67*** |
| 28310 - Lifeguard | 11.34*** |
| 28350 - Park Attendant (Aide) | 15.29 |
| 28510 - Recreation Aide/Health Facility Attendant | 11.16*** |
| 28515 - Recreation Specialist | 18.94 |
| 28630 - Sports Official | 12.18*** |
| 28690 - Swimming Pool Operator | 18.62 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 22.87 |
| 29020 - Hatch Tender | 22.87 |
| 29030 - Line Handler | 22.87 |
| 29041 - Stevedore I | 21.44 |
| 29042 - Stevedore II | 23.77 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist Center (HFO) (see 2) | 41.70 |
| 30011 - Air Traffic Control Specialist Station (HFO) (see 2) | 28.75 |
| 30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) | 31.67 |
| 30021 - Archeological Technician I | 18.48 |
| 30022 - Archeological Technician II | 20.68 |
| 30023 - Archeological Technician III | 25.61 |
| 30030 - Cartographic Technician | 25.61 |
| 30040 - Civil Engineering Technician | 27.78 |
| 30051 - Cryogenic Technician I | 28.36 |
| 30052 - Cryogenic Technician II | 31.32 |
| 30061 - Drafter/CAD Operator I | 18.48 |
| 30062 - Drafter/CAD Operator II | 20.68 |
| 30063 - Drafter/CAD Operator III | 23.04 |
| 30064 - Drafter/CAD Operator IV | 28.36 |
| 30081 - Engineering Technician I | 16.70 |
| 30082 - Engineering Technician II | 18.75 |
| 30083 - Engineering Technician III | 20.98 |
| 30084 - Engineering Technician IV | 25.99 |
| 30085 - Engineering Technician V | 31.78 |
| 30086 - Engineering Technician VI | 38.46 |
| 30090 - Environmental Technician | 25.61 |
| 30095 - Evidence Control Specialist | 25.61 |
| 30210 - Laboratory Technician | 23.42 |
| 30221 - Latent Fingerprint Technician I | 28.36 |
| 30222 - Latent Fingerprint Technician II | 31.32 |
| 30240 - Mathematical Technician | 28.17 |
| 30361 - Paralegal/Legal Assistant I | 18.72 |
| 30362 - Paralegal/Legal Assistant II | 23.34 |
| 30363 - Paralegal/Legal Assistant III | 30.33 |

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| 30364 - Paralegal/Legal Assistant IV | 36.70 |
| 30375 - Petroleum Supply Specialist | 31.32 |
| 30390 - Photo-Optics Technician | 25.34 |
| 30395 - Radiation Control Technician | 31.32 |
| 30461 - Technical Writer I | 25.61 |
| 30462 - Technical Writer II | 31.32 |
| 30463 - Technical Writer III | 37.90 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 26.50 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 32.06 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 38.43 |
| 30494 - Unexploded (UXO) Safety Escort | 26.50 |
| 30495 - Unexploded (UXO) Sweep Personnel | 26.50 |
| 30501 - Weather Forecaster I | 28.36 |
| 30502 - Weather Forecaster II | 34.50 |
| 30620 - Weather Observer Combined Upper Air Or | (see 2) 23.15 |
| Surface Programs | |
| 30621 - Weather Observer Senior | (see 2) 25.61 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31010 - Airplane Pilot | 32.06 |
| 31020 - Bus Aide | 15.20 |
| 31030 - Bus Driver | 20.60 |
| 31043 - Driver Courier | 15.37 |
| 31260 - Parking and Lot Attendant | 11.63*** |
| 31290 - Shuttle Bus Driver | 16.42 |
| 31310 - Taxi Driver | 11.67*** |
| 31361 - Truckdriver Light | 16.42 |
| 31362 - Truckdriver Medium | 19.05 |
| 31363 - Truckdriver Heavy | 23.70 |
| 31364 - Truckdriver Tractor-Trailer | 23.70 |
| 99000 - Miscellaneous Occupations | |
| 99020 - Cabin Safety Specialist | 15.63 |
| 99030 - Cashier | 10.87*** |
| 99050 - Desk Clerk | 11.14*** |
| 99095 - Embalmer | 32.70 |
| 99130 - Flight Follower | 26.50 |
| 99251 - Laboratory Animal Caretaker I | 13.98*** |
| 99252 - Laboratory Animal Caretaker II | 15.03 |
| 99260 - Marketing Analyst | 26.54 |
| 99310 - Mortician | 33.31 |
| 99410 - Pest Controller | 17.09 |
| 99510 - Photofinishing Worker | 14.27*** |
| 99710 - Recycling Laborer | 20.12 |
| 99711 - Recycling Specialist | 22.65 |
| 99730 - Refuse Collector | 18.41 |
| 99810 - Sales Clerk | 12.70*** |
| 99820 - School Crossing Guard | 12.15*** |
| 99830 - Survey Party Chief | 23.50 |
| 99831 - Surveying Aide | 13.41*** |
| 99832 - Surveying Technician | 20.13 |
| 99840 - Vending Machine Attendant | 16.28 |
| 99841 - Vending Machine Repairer | 19.93 |
| 99842 - Vending Machine Repairer Helper | 16.28 |

***Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 (\$15.00 per hour) or 13658 (\$11.25 per hour). Please see the Note at the top of the wage determination for more information. Please also note that the minimum wage requirements of Executive Order 14026 and 13658 are not currently being enforced as to contracts or contract-like instruments entered into with the federal government in connection with seasonal recreational services or seasonal recreational equipment rental for the general public on federal lands.

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.60 per hour up to 40 hours per week or \$184.00 per week or \$797.33 per month

HEALTH & WELFARE EO 13706: \$4.23 per hour up to 40 hours per week or \$169.20 per week or \$733.20 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years 4 weeks after 15 years and 5 weeks after 25 years.

Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of twelve paid holidays per year: New Year's Day Martin Luther King Jr's Birthday Washington's Birthday Good Friday Memorial Day Juneteenth National Independence Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than \$27.63 (or on a salary or fee basis at a rate not less than \$455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541.400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds \$27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees

who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

**** HAZARDOUS PAY DIFFERENTIAL ****

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary

affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However in those instances where the uniforms furnished are made of "wash and wear" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

**** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS ****

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

**** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) ****

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR 4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).
- 4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

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| "REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor | U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210 Wage Determination No.: 2015-4745 Revision No.: 19 Date Of Last Revision: 03/15/2022 |
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Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

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| If the contract is entered into on or after January 30 2022 or the contract is renewed or extended (e.g. an option is exercised) on or after January 30 2022: | With certain exceptions Executive Order 14026 applies to the contract. The contractor must pay all covered workers at least \$15.00 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in 2022. |
| If the contract was awarded on or between January 1 2015 and January 29 2022 and the contract is not renewed or extended on or after January 30 2022: | With certain exceptions Executive Order 13658 applies to the contract. The contractor must pay all covered workers at least \$11.25 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in 2022. |

The applicable Executive Order minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the Executive Orders is available at <https://www.dol.gov/agencies/whd/government-contracts>.

State: Ohio

Area: Ohio Counties of Champaign Darke Logan Preble Shelby

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|----------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 14.44*** |
| 01012 - Accounting Clerk II | | 16.22 |
| 01013 - Accounting Clerk III | | 18.14 |
| 01020 - Administrative Assistant | | 24.23 |
| 01035 - Court Reporter | | 19.34 |
| 01041 - Customer Service Representative I | | 13.29*** |
| 01042 - Customer Service Representative II | | 14.56*** |
| 01043 - Customer Service Representative III | | 16.29 |
| 01051 - Data Entry Operator I | | 14.96*** |
| 01052 - Data Entry Operator II | | 16.32 |
| 01060 - Dispatcher Motor Vehicle | | 21.61 |
| 01070 - Document Preparation Clerk | | 14.38*** |
| 01090 - Duplicating Machine Operator | | 14.38*** |
| 01111 - General Clerk I | | 13.31*** |
| 01112 - General Clerk II | | 14.52*** |
| 01113 - General Clerk III | | 16.31 |

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| 01120 - Housing Referral Assistant | 20.69 |
| 01141 - Messenger Courier | 11.92*** |
| 01191 - Order Clerk I | 16.02 |
| 01192 - Order Clerk II | 17.48 |
| 01261 - Personnel Assistant (Employment) I | 16.71 |
| 01262 - Personnel Assistant (Employment) II | 18.68 |
| 01263 - Personnel Assistant (Employment) III | 20.82 |
| 01270 - Production Control Clerk | 26.64 |
| 01290 - Rental Clerk | 14.79*** |
| 01300 - Scheduler Maintenance | 16.60 |
| 01311 - Secretary I | 16.60 |
| 01312 - Secretary II | 18.57 |
| 01313 - Secretary III | 20.69 |
| 01320 - Service Order Dispatcher | 19.31 |
| 01410 - Supply Technician | 24.23 |
| 01420 - Survey Worker | 17.54 |
| 01460 - Switchboard Operator/Receptionist | 13.62*** |
| 01531 - Travel Clerk I | 13.57*** |
| 01532 - Travel Clerk II | 14.48*** |
| 01533 - Travel Clerk III | 15.35 |
| 01611 - Word Processor I | 14.78*** |
| 01612 - Word Processor II | 16.60 |
| 01613 - Word Processor III | 18.56 |
| 05000 - Automotive Service Occupations | |
| 05005 - Automobile Body Repairer Fiberglass | 19.82 |
| 05010 - Automotive Electrician | 18.81 |
| 05040 - Automotive Glass Installer | 18.07 |
| 05070 - Automotive Worker | 18.07 |
| 05110 - Mobile Equipment Servicer | 16.64 |
| 05130 - Motor Equipment Metal Mechanic | 19.53 |
| 05160 - Motor Equipment Metal Worker | 18.07 |
| 05190 - Motor Vehicle Mechanic | 18.64 |
| 05220 - Motor Vehicle Mechanic Helper | 15.92 |
| 05250 - Motor Vehicle Upholstery Worker | 17.36 |
| 05280 - Motor Vehicle Wrecker | 18.07 |
| 05310 - Painter Automotive | 18.81 |
| 05340 - Radiator Repair Specialist | 18.07 |
| 05370 - Tire Repairer | 17.00 |
| 05400 - Transmission Repair Specialist | 19.53 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 12.61*** |
| 07041 - Cook I | 13.58*** |
| 07042 - Cook II | 15.31 |
| 07070 - Dishwasher | 9.62*** |
| 07130 - Food Service Worker | 9.71*** |
| 07210 - Meat Cutter | 16.19 |
| 07260 - Waiter/Waitress | 9.92*** |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 21.58 |
| 09040 - Furniture Handler | 15.62 |
| 09080 - Furniture Refinisher | 21.58 |
| 09090 - Furniture Refinisher Helper | 17.91 |
| 09110 - Furniture Repairer Minor | 19.92 |
| 09130 - Upholsterer | 22.25 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner Vehicles | 11.73*** |
| 11060 - Elevator Operator | 12.37*** |
| 11090 - Gardener | 16.39 |
| 11122 - Housekeeping Aide | 14.76*** |
| 11150 - Janitor | 14.76*** |
| 11210 - Laborer Grounds Maintenance | 14.25*** |
| 11240 - Maid or Houseman | 11.49*** |
| 11260 - Pruner | 13.74*** |
| 11270 - Tractor Operator | 15.71 |
| 11330 - Trail Maintenance Worker | 14.25*** |

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| 11360 - Window Cleaner | 15.54 |
| 12000 - Health Occupations | |
| 12010 Ambulance Driver | 16.90 |
| 12011 - Breath Alcohol Technician | 18.87 |
| 12012 - Certified Occupational Therapist Assistant | 28.27 |
| 12015 - Certified Physical Therapist Assistant | 27.15 |
| 12020 Dental Assistant | 19.51 |
| 12025 - Dental Hygienist | 33.24 |
| 12030 - EKG Technician | 26.81 |
| 12035 - Electroneurodiagnostic Technologist | 26.81 |
| 12040 Emergency Medical Technician | 16.90 |
| 12071 - Licensed Practical Nurse I | 18.88 |
| 12072 - Licensed Practical Nurse II | 21.13 |
| 12073 - Licensed Practical Nurse III | 23.56 |
| 12100 Medical Assistant | 15.67 |
| 12130 - Medical Laboratory Technician | 26.87 |
| 12160 - Medical Record Clerk | 17.01 |
| 12190 - Medical Record Technician | 19.14 |
| 12195 Medical Transcriptionist | 16.87 |
| 12210 - Nuclear Medicine Technologist | 40.93 |
| 12221 - Nursing Assistant I | 12.01*** |
| 12222 - Nursing Assistant II | 13.50*** |
| 12223 Nursing Assistant III | 14.73*** |
| 12224 - Nursing Assistant IV | 16.54 |
| 12235 - Optical Dispenser | 21.20 |
| 12236 - Optical Technician | 16.87 |
| 12250 Pharmacy Technician | 15.07 |
| 12280 - Phlebotomist | 15.29 |
| 12305 - Radiologic Technologist | 27.31 |
| 12311 - Registered Nurse I | 24.00 |
| 12312 Registered Nurse II | 29.36 |
| 12313 - Registered Nurse II Specialist | 29.36 |
| 12314 - Registered Nurse III | 35.53 |
| 12315 - Registered Nurse III Anesthetist | 35.53 |
| 12316 Registered Nurse IV | 42.58 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 23.37 |
| 12320 - Substance Abuse Treatment Counselor | 21.08 |
| 13000 - Information And Arts Occupations | |
| 13011 Exhibits Specialist I | 20.15 |
| 13012 - Exhibits Specialist II | 24.96 |
| 13013 - Exhibits Specialist III | 30.53 |
| 13041 - Illustrator I | 22.55 |
| 13042 Illustrator II | 27.93 |
| 13043 - Illustrator III | 34.16 |
| 13047 - Librarian | 28.17 |
| 13050 - Library Aide/Clerk | 12.72*** |
| 13054 Library Information Technology Systems Administrator | 24.18 |
| 13058 - Library Technician | 16.02 |
| 13061 - Media Specialist I | 17.55 |
| 13062 Media Specialist II | 19.62 |
| 13063 - Media Specialist III | 21.89 |
| 13071 - Photographer I | 17.27 |
| 13072 - Photographer II | 19.31 |
| 13073 Photographer III | 23.92 |
| 13074 - Photographer IV | 29.26 |
| 13075 - Photographer V | 35.41 |
| 13090 - Technical Order Library Clerk | 15.98 |
| 13110 Video Teleconference Technician | 18.20 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 16.97 |
| 14042 - Computer Operator II | 18.98 |
| 14043 Computer Operator III | 21.16 |
| 14044 - Computer Operator IV | 23.51 |
| 14045 - Computer Operator V | 26.04 |

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| 14071 - Computer Programmer I | (see 1) | 25.51 |
| 14072 - Computer Programmer II | (see 1) | |
| 14073 - Computer Programmer III | (see 1) | |
| 14074 - Computer Programmer IV | (see 1) | |
| 14101 - Computer Systems Analyst I | (see 1) | |
| 14102 - Computer Systems Analyst II | (see 1) | |
| 14103 - Computer Systems Analyst III | (see 1) | |
| 14150 - Peripheral Equipment Operator | | 16.97 |
| 14160 - Personal Computer Support Technician | | 23.51 |
| 14170 - System Support Specialist | | 27.76 |
| 15000 - Instructional Occupations | | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | | 30.08 |
| 15020 - Aircrew Training Devices Instructor (Rated) | | 36.39 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | | 42.16 |
| 15050 - Computer Based Training Specialist / Instructor | | 30.08 |
| 15060 - Educational Technologist | | 35.20 |
| 15070 - Flight Instructor (Pilot) | | 42.16 |
| 15080 - Graphic Artist | | 22.43 |
| 15085 - Maintenance Test Pilot Fixed Jet/Prop | | 40.74 |
| 15086 - Maintenance Test Pilot Rotary Wing | | 40.74 |
| 15088 - Non-Maintenance Test/Co-Pilot | | 40.74 |
| 15090 - Technical Instructor | | 22.21 |
| 15095 - Technical Instructor/Course Developer | | 27.17 |
| 15110 - Test Proctor | | 17.93 |
| 15120 - Tutor | | 17.93 |
| 16000 - Laundry Dry-Cleaning Pressing And Related Occupations | | |
| 16010 - Assembler | | 10.58*** |
| 16030 - Counter Attendant | | 10.58*** |
| 16040 - Dry Cleaner | | 13.17*** |
| 16070 - Finisher Flatwork Machine | | 10.58*** |
| 16090 - Presser Hand | | 10.58*** |
| 16110 - Presser Machine Drycleaning | | 10.58*** |
| 16130 - Presser Machine Shirts | | 10.58*** |
| 16160 - Presser Machine Wearing Apparel Laundry | | 10.58*** |
| 16190 - Sewing Machine Operator | | 14.09*** |
| 16220 - Tailor | | 15.02 |
| 16250 - Washer Machine | | 11.28*** |
| 19000 - Machine Tool Operation And Repair Occupations | | |
| 19010 - Machine-Tool Operator (Tool Room) | | 22.23 |
| 19040 - Tool And Die Maker | | 25.79 |
| 21000 - Materials Handling And Packing Occupations | | |
| 21020 - Forklift Operator | | 18.07 |
| 21030 - Material Coordinator | | 26.64 |
| 21040 - Material Expediter | | 26.64 |
| 21050 - Material Handling Laborer | | 17.65 |
| 21071 - Order Filler | | 14.50*** |
| 21080 - Production Line Worker (Food Processing) | | 18.07 |
| 21110 - Shipping Packer | | 17.59 |
| 21130 - Shipping/Receiving Clerk | | 17.59 |
| 21140 - Store Worker I | | 15.74 |
| 21150 - Stock Clerk | | 20.28 |
| 21210 - Tools And Parts Attendant | | 18.07 |
| 21410 - Warehouse Specialist | | 18.07 |
| 23000 - Mechanics And Maintenance And Repair Occupations | | |
| 23010 - Aerospace Structural Welder | | 26.10 |
| 23019 - Aircraft Logs and Records Technician | | 21.69 |
| 23021 - Aircraft Mechanic I | | 25.14 |
| 23022 - Aircraft Mechanic II | | 26.10 |
| 23023 - Aircraft Mechanic III | | 27.10 |
| 23040 - Aircraft Mechanic Helper | | 19.05 |
| 23050 - Aircraft Painter | | 24.21 |
| 23060 - Aircraft Servicer | | 21.69 |
| 23070 - Aircraft Survival Flight Equipment Technician | | 24.21 |
| 23080 - Aircraft Worker | | 22.97 |
| 23091 - Aircrew Life Support Equipment (ALSE) Mechanic | | 22.97 |

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|---|----------|
| I | |
| 23092 - Aircrew Life Support Equipment (ALSE) Mechanic | 25.14 |
| II | |
| 23110 - Appliance Mechanic | 22.78 |
| 23120 - Bicycle Repairer | 20.39 |
| 23125 - Cable Splicer | 31.43 |
| 23130 - Carpenter Maintenance | 22.50 |
| 23140 - Carpet Layer | 22.97 |
| 23160 - Electrician Maintenance | 26.68 |
| 23181 - Electronics Technician Maintenance I | 27.72 |
| 23182 - Electronics Technician Maintenance II | 29.19 |
| 23183 - Electronics Technician Maintenance III | 30.34 |
| 23260 - Fabric Worker | 21.69 |
| 23290 - Fire Alarm System Mechanic | 25.14 |
| 23310 - Fire Extinguisher Repairer | 20.39 |
| 23311 - Fuel Distribution System Mechanic | 32.32 |
| 23312 - Fuel Distribution System Operator | 26.71 |
| 23370 - General Maintenance Worker | 21.19 |
| 23380 - Ground Support Equipment Mechanic | 25.14 |
| 23381 - Ground Support Equipment Servicer | 21.69 |
| 23382 - Ground Support Equipment Worker | 22.97 |
| 23391 - Gunsmith I | 20.39 |
| 23392 - Gunsmith II | 22.97 |
| 23393 - Gunsmith III | 25.14 |
| 23410 - Heating Ventilation And Air-Conditioning Mechanic | 23.29 |
| 23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) | 24.19 |
| 23430 - Heavy Equipment Mechanic | 24.02 |
| 23440 - Heavy Equipment Operator | 25.31 |
| 23460 - Instrument Mechanic | 25.14 |
| 23465 - Laboratory/Shelter Mechanic | 24.21 |
| 23470 - Laborer | 16.02 |
| 23510 - Locksmith | 24.21 |
| 23530 - Machinery Maintenance Mechanic | 26.08 |
| 23550 - Machinist Maintenance | 21.89 |
| 23580 - Maintenance Trades Helper | 16.60 |
| 23591 - Metrology Technician I | 25.14 |
| 23592 - Metrology Technician II | 26.10 |
| 23593 - Metrology Technician III | 27.10 |
| 23640 - Millwright | 30.74 |
| 23710 - Office Appliance Repairer | 20.32 |
| 23760 - Painter Maintenance | 21.44 |
| 23790 - Pipefitter Maintenance | 24.78 |
| 23810 - Plumber Maintenance | 23.85 |
| 23820 - Pneudraulic Systems Mechanic | 25.14 |
| 23850 - Rigger | 25.14 |
| 23870 - Scale Mechanic | 22.97 |
| 23890 - Sheet-Metal Worker Maintenance | 28.46 |
| 23910 - Small Engine Mechanic | 17.14 |
| 23931 - Telecommunications Mechanic I | 26.22 |
| 23932 - Telecommunications Mechanic II | 27.21 |
| 23950 - Telephone Lineman | 26.53 |
| 23960 - Welder Combination Maintenance | 20.42 |
| 23965 - Well Driller | 24.92 |
| 23970 - Woodcraft Worker | 25.14 |
| 23980 - Woodworker | 20.39 |
| 24000 - Personal Needs Occupations | |
| 24550 - Case Manager | 15.12 |
| 24570 - Child Care Attendant | 10.05*** |
| 24580 - Child Care Center Clerk | 14.92*** |
| 24610 - Chore Aide | 11.62*** |
| 24620 - Family Readiness And Support Services Coordinator | 15.12 |
| 24630 - Homemaker | 15.80 |

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|---|----------|
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 28.09 |
| 25040 - Sewage Plant Operator | 24.70 |
| 25070 - Stationary Engineer | 28.09 |
| 25190 - Ventilation Equipment Tender | 21.28 |
| 25210 - Water Treatment Plant Operator | 24.70 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 21.47 |
| 27007 - Baggage Inspector | 14.68*** |
| 27008 - Corrections Officer | 23.27 |
| 27010 - Court Security Officer | 21.92 |
| 27030 - Detection Dog Handler | 17.82 |
| 27040 - Detention Officer | 23.27 |
| 27070 - Firefighter | 22.55 |
| 27101 - Guard I | 14.68*** |
| 27102 - Guard II | 17.82 |
| 27131 - Police Officer I | 25.19 |
| 27132 - Police Officer II | 27.99 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 12.98*** |
| 28042 - Carnival Equipment Repairer | 13.34*** |
| 28043 - Carnival Worker | 11.15*** |
| 28210 - Gate Attendant/Gate Tender | 14.09*** |
| 28310 - Lifeguard | 12.03*** |
| 28350 - Park Attendant (Aide) | 15.76 |
| 28510 - Recreation Aide/Health Facility Attendant | 11.50*** |
| 28515 - Recreation Specialist | 19.52 |
| 28630 - Sports Official | 12.55*** |
| 28690 - Swimming Pool Operator | 18.63 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 25.63 |
| 29020 - Hatch Tender | 25.63 |
| 29030 - Line Handler | 25.63 |
| 29041 - Stevedore I | 24.40 |
| 29042 - Stevedore II | 26.84 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist Center (HFO) (see 2) | 41.70 |
| 30011 - Air Traffic Control Specialist Station (HFO) (see 2) | 28.75 |
| 30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) | 31.67 |
| 30021 - Archeological Technician I | 18.39 |
| 30022 - Archeological Technician II | 20.58 |
| 30023 - Archeological Technician III | 25.49 |
| 30030 - Cartographic Technician | 25.49 |
| 30040 - Civil Engineering Technician | 27.10 |
| 30051 - Cryogenic Technician I | 26.98 |
| 30052 - Cryogenic Technician II | 29.80 |
| 30061 - Drafter/CAD Operator I | 18.39 |
| 30062 - Drafter/CAD Operator II | 20.58 |
| 30063 - Drafter/CAD Operator III | 22.94 |
| 30064 - Drafter/CAD Operator IV | 29.65 |
| 30081 - Engineering Technician I | 16.82 |
| 30082 - Engineering Technician II | 18.89 |
| 30083 - Engineering Technician III | 21.12 |
| 30084 - Engineering Technician IV | 26.17 |
| 30085 - Engineering Technician V | 32.01 |
| 30086 - Engineering Technician VI | 38.74 |
| 30090 - Environmental Technician | 23.95 |
| 30095 - Evidence Control Specialist | 24.36 |
| 30210 - Laboratory Technician | 21.24 |
| 30221 - Latent Fingerprint Technician I | 26.98 |
| 30222 - Latent Fingerprint Technician II | 29.80 |
| 30240 - Mathematical Technician | 25.49 |
| 30361 - Paralegal/Legal Assistant I | 19.22 |
| 30362 - Paralegal/Legal Assistant II | 23.81 |
| 30363 - Paralegal/Legal Assistant III | 31.43 |

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| 30364 - Paralegal/Legal Assistant IV | 37.70 |
| 30375 - Petroleum Supply Specialist | 29.80 |
| 30390 - Photo-Optics Technician | 25.49 |
| 30395 - Radiation Control Technician | 29.80 |
| 30461 - Technical Writer I | 24.34 |
| 30462 - Technical Writer II | 29.77 |
| 30463 - Technical Writer III | 36.01 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 26.50 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 32.06 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 38.43 |
| 30494 - Unexploded (UXO) Safety Escort | 26.50 |
| 30495 - Unexploded (UXO) Sweep Personnel | 26.50 |
| 30501 - Weather Forecaster I | 26.98 |
| 30502 - Weather Forecaster II | 32.82 |
| 30620 - Weather Observer Combined Upper Air Or | (see 2) 22.94 |
| Surface Programs | |
| 30621 - Weather Observer Senior | (see 2) 24.36 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31010 - Airplane Pilot | 32.06 |
| 31020 - Bus Aide | 16.41 |
| 31030 - Bus Driver | 23.68 |
| 31043 - Driver Courier | 17.02 |
| 31260 - Parking and Lot Attendant | 13.74*** |
| 31290 - Shuttle Bus Driver | 18.11 |
| 31310 - Taxi Driver | 12.72*** |
| 31361 - Truckdriver Light | 18.11 |
| 31362 - Truckdriver Medium | 18.43 |
| 31363 - Truckdriver Heavy | 26.17 |
| 31364 - Truckdriver Tractor-Trailer | 26.17 |
| 99000 - Miscellaneous Occupations | |
| 99020 - Cabin Safety Specialist | 15.63 |
| 99030 - Cashier | 10.50*** |
| 99050 - Desk Clerk | 11.06*** |
| 99095 - Embalmer | 34.47 |
| 99130 - Flight Follower | 26.50 |
| 99251 - Laboratory Animal Caretaker I | 13.04*** |
| 99252 - Laboratory Animal Caretaker II | 13.87*** |
| 99260 - Marketing Analyst | 28.08 |
| 99310 - Mortician | 34.47 |
| 99410 - Pest Controller | 19.98 |
| 99510 - Photofinishing Worker | 13.93*** |
| 99710 - Recycling Laborer | 19.71 |
| 99711 - Recycling Specialist | 22.90 |
| 99730 - Refuse Collector | 18.13 |
| 99810 - Sales Clerk | 12.05*** |
| 99820 - School Crossing Guard | 14.22*** |
| 99830 - Survey Party Chief | 29.13 |
| 99831 - Surveying Aide | 14.97*** |
| 99832 - Surveying Technician | 22.91 |
| 99840 - Vending Machine Attendant | 16.25 |
| 99841 - Vending Machine Repairer | 18.30 |
| 99842 - Vending Machine Repairer Helper | 16.25 |

***Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 (\$15.00 per hour) or 13658 (\$11.25 per hour). Please see the Note at the top of the wage determination for more information. Please also note that the minimum wage requirements of Executive Order 14026 and 13658 are not currently being enforced as to contracts or contract-like instruments entered into with the federal government in connection with seasonal recreational services or seasonal recreational equipment rental for the general public on federal lands.

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.60 per hour up to 40 hours per week or \$184.00 per week or \$797.33 per month

HEALTH & WELFARE EO 13706: \$4.23 per hour up to 40 hours per week or \$169.20 per week or \$733.20 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years 4 weeks after 15 years and 5 weeks after 25 years.

Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of twelve paid holidays per year: New Year's Day Martin Luther King Jr's Birthday Washington's Birthday Good Friday Memorial Day Juneteenth National Independence Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than \$27.63 (or on a salary or fee basis at a rate not less than \$455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541.400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds \$27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees

who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

**** HAZARDOUS PAY DIFFERENTIAL ****

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary

affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However in those instances where the uniforms furnished are made of "wash and wear" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

**** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS ****

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

**** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) ****

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR 4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).
- 4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

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| "REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor | U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210 Wage Determination No.: 2015-4761 Revision No.: 19 Date Of Last Revision: 03/15/2022 |
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Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

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| If the contract is entered into on or after January 30 2022 or the contract is renewed or extended (e.g. an option is exercised) on or after January 30 2022: | With certain exceptions Executive Order 14026 applies to the contract. The contractor must pay all covered workers at least \$15.00 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in 2022. |
| If the contract was awarded on or between January 1 2015 and January 29 2022 and the contract is not renewed or extended on or after January 30 2022: | With certain exceptions Executive Order 13658 applies to the contract. The contractor must pay all covered workers at least \$11.25 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in 2022. |

The applicable Executive Order minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the Executive Orders is available at <https://www.dol.gov/agencies/whd/government-contracts>.

State: Ohio

Area: Ohio Counties of Coshocton Guernsey Muskingum

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|----------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 14.59*** |
| 01012 - Accounting Clerk II | | 16.39 |
| 01013 - Accounting Clerk III | | 18.33 |
| 01020 - Administrative Assistant | | 22.91 |
| 01035 - Court Reporter | | 17.96 |
| 01041 - Customer Service Representative I | | 12.58*** |
| 01042 - Customer Service Representative II | | 14.15*** |
| 01043 - Customer Service Representative III | | 15.44 |
| 01051 - Data Entry Operator I | | 13.77*** |
| 01052 - Data Entry Operator II | | 15.03 |
| 01060 - Dispatcher Motor Vehicle | | 19.52 |
| 01070 - Document Preparation Clerk | | 13.55*** |
| 01090 - Duplicating Machine Operator | | 13.55*** |
| 01111 - General Clerk I | | 14.11*** |
| 01112 - General Clerk II | | 15.40 |
| 01113 - General Clerk III | | 17.30 |

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| 01120 - Housing Referral Assistant | 21.46 |
| 01141 - Messenger Courier | 12.68*** |
| 01191 - Order Clerk I | 14.58*** |
| 01192 - Order Clerk II | 15.91 |
| 01261 - Personnel Assistant (Employment) I | 17.06 |
| 01262 - Personnel Assistant (Employment) II | 19.08 |
| 01263 - Personnel Assistant (Employment) III | 21.26 |
| 01270 - Production Control Clerk | 23.44 |
| 01290 - Rental Clerk | 16.66 |
| 01300 - Scheduler Maintenance | 17.20 |
| 01311 - Secretary I | 17.20 |
| 01312 - Secretary II | 19.24 |
| 01313 - Secretary III | 21.46 |
| 01320 - Service Order Dispatcher | 17.20 |
| 01410 - Supply Technician | 23.84 |
| 01420 - Survey Worker | 16.70 |
| 01460 - Switchboard Operator/Receptionist | 13.35*** |
| 01531 - Travel Clerk I | 13.34*** |
| 01532 - Travel Clerk II | 14.25*** |
| 01533 - Travel Clerk III | 15.23 |
| 01611 - Word Processor I | 13.56*** |
| 01612 - Word Processor II | 15.23 |
| 01613 - Word Processor III | 17.96 |
| 05000 - Automotive Service Occupations | |
| 05005 - Automobile Body Repairer Fiberglass | 21.84 |
| 05010 - Automotive Electrician | 19.56 |
| 05040 - Automotive Glass Installer | 18.71 |
| 05070 - Automotive Worker | 19.26 |
| 05110 - Mobile Equipment Servicer | 17.02 |
| 05130 - Motor Equipment Metal Mechanic | 22.25 |
| 05160 - Motor Equipment Metal Worker | 18.89 |
| 05190 - Motor Vehicle Mechanic | 20.39 |
| 05220 - Motor Vehicle Mechanic Helper | 16.18 |
| 05250 - Motor Vehicle Upholstery Worker | 18.39 |
| 05280 - Motor Vehicle Wrecker | 19.26 |
| 05310 - Painter Automotive | 20.38 |
| 05340 - Radiator Repair Specialist | 19.26 |
| 05370 - Tire Repairer | 16.09 |
| 05400 - Transmission Repair Specialist | 20.39 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 12.50*** |
| 07041 - Cook I | 13.31*** |
| 07042 - Cook II | 15.24 |
| 07070 - Dishwasher | 10.05*** |
| 07130 - Food Service Worker | 10.13*** |
| 07210 - Meat Cutter | 16.26 |
| 07260 - Waiter/Waitress | 9.51*** |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 16.32 |
| 09040 - Furniture Handler | 11.93*** |
| 09080 - Furniture Refinisher | 17.51 |
| 09090 - Furniture Refinisher Helper | 13.49*** |
| 09110 - Furniture Repairer Minor | 15.50 |
| 09130 - Upholsterer | 16.32 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner Vehicles | 14.15*** |
| 11060 - Elevator Operator | 13.45*** |
| 11090 - Gardener | 15.02 |
| 11122 - Housekeeping Aide | 13.45*** |
| 11150 - Janitor | 13.45*** |
| 11210 - Laborer Grounds Maintenance | 12.01*** |
| 11240 - Maid or Houseman | 10.73*** |
| 11260 - Pruner | 10.89*** |
| 11270 - Tractor Operator | 13.94*** |
| 11330 - Trail Maintenance Worker | 12.01*** |

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| 11360 - Window Cleaner | 14.76*** |
| 12000 - Health Occupations | |
| 12010 Ambulance Driver | 18.70 |
| 12011 - Breath Alcohol Technician | 19.39 |
| 12012 - Certified Occupational Therapist Assistant | 28.02 |
| 12015 - Certified Physical Therapist Assistant | 26.82 |
| 12020 Dental Assistant | 17.16 |
| 12025 - Dental Hygienist | 36.62 |
| 12030 - EKG Technician | 29.38 |
| 12035 - Electroneurodiagnostic Technologist | 29.38 |
| 12040 Emergency Medical Technician | 18.70 |
| 12071 - Licensed Practical Nurse I | 17.34 |
| 12072 - Licensed Practical Nurse II | 19.39 |
| 12073 - Licensed Practical Nurse III | 21.61 |
| 12100 Medical Assistant | 14.19*** |
| 12130 - Medical Laboratory Technician | 24.99 |
| 12160 - Medical Record Clerk | 15.72 |
| 12190 - Medical Record Technician | 18.80 |
| 12195 Medical Transcriptionist | 16.98 |
| 12210 - Nuclear Medicine Technologist | 42.61 |
| 12221 - Nursing Assistant I | 11.90*** |
| 12222 - Nursing Assistant II | 13.37*** |
| 12223 Nursing Assistant III | 14.59*** |
| 12224 - Nursing Assistant IV | 16.39 |
| 12235 - Optical Dispenser | 20.57 |
| 12236 - Optical Technician | 17.34 |
| 12250 Pharmacy Technician | 16.49 |
| 12280 - Phlebotomist | 15.34 |
| 12305 - Radiologic Technologist | 25.74 |
| 12311 - Registered Nurse I | 24.15 |
| 12312 Registered Nurse II | 29.54 |
| 12313 - Registered Nurse II Specialist | 29.54 |
| 12314 - Registered Nurse III | 35.75 |
| 12315 - Registered Nurse III Anesthetist | 35.75 |
| 12316 Registered Nurse IV | 42.84 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 24.02 |
| 12320 - Substance Abuse Treatment Counselor | 21.94 |
| 13000 - Information And Arts Occupations | |
| 13011 Exhibits Specialist I | 19.60 |
| 13012 - Exhibits Specialist II | 24.33 |
| 13013 - Exhibits Specialist III | 29.76 |
| 13041 - Illustrator I | 19.78 |
| 13042 Illustrator II | 24.52 |
| 13043 - Illustrator III | 29.99 |
| 13047 - Librarian | 29.19 |
| 13050 - Library Aide/Clerk | 11.59*** |
| 13054 Library Information Technology Systems Administrator | 24.84 |
| 13058 - Library Technician | 18.05 |
| 13061 - Media Specialist I | 17.91 |
| 13062 Media Specialist II | 20.02 |
| 13063 - Media Specialist III | 22.33 |
| 13071 - Photographer I | 15.60 |
| 13072 - Photographer II | 18.10 |
| 13073 Photographer III | 26.06 |
| 13074 - Photographer IV | 27.75 |
| 13075 - Photographer V | 33.59 |
| 13090 - Technical Order Library Clerk | 15.90 |
| 13110 Video Teleconference Technician | 19.00 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 17.11 |
| 14042 - Computer Operator II | 19.14 |
| 14043 Computer Operator III | 21.35 |
| 14044 - Computer Operator IV | 23.71 |
| 14045 - Computer Operator V | 26.27 |

| | | |
|---|---------|----------|
| 14071 - Computer Programmer I | (see 1) | |
| 14072 - Computer Programmer II | (see 1) | |
| 14073 - Computer Programmer III | (see 1) | |
| 14074 - Computer Programmer IV | (see 1) | |
| 14101 - Computer Systems Analyst I | (see 1) | |
| 14102 - Computer Systems Analyst II | (see 1) | |
| 14103 - Computer Systems Analyst III | (see 1) | |
| 14150 - Peripheral Equipment Operator | | 17.11 |
| 14160 - Personal Computer Support Technician | | 23.71 |
| 14170 - System Support Specialist | | 28.03 |
| 15000 - Instructional Occupations | | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | | 31.20 |
| 15020 - Aircrew Training Devices Instructor (Rated) | | 37.74 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | | 45.23 |
| 15050 - Computer Based Training Specialist / Instructor | | 31.20 |
| 15060 - Educational Technologist | | 33.00 |
| 15070 - Flight Instructor (Pilot) | | 45.23 |
| 15080 - Graphic Artist | | 25.33 |
| 15085 - Maintenance Test Pilot Fixed Jet/Prop | | 42.91 |
| 15086 - Maintenance Test Pilot Rotary Wing | | 42.91 |
| 15088 - Non-Maintenance Test/Co-Pilot | | 42.91 |
| 15090 - Technical Instructor | | 22.83 |
| 15095 - Technical Instructor/Course Developer | | 27.93 |
| 15110 - Test Proctor | | 18.43 |
| 15120 - Tutor | | 18.43 |
| 16000 - Laundry Dry-Cleaning Pressing And Related Occupations | | |
| 16010 - Assembler | | 10.58*** |
| 16030 - Counter Attendant | | 10.58*** |
| 16040 - Dry Cleaner | | 13.17*** |
| 16070 - Finisher Flatwork Machine | | 10.58*** |
| 16090 - Presser Hand | | 10.58*** |
| 16110 - Presser Machine Drycleaning | | 10.58*** |
| 16130 - Presser Machine Shirts | | 10.58*** |
| 16160 - Presser Machine Wearing Apparel Laundry | | 10.58*** |
| 16190 - Sewing Machine Operator | | 14.09*** |
| 16220 - Tailor | | 15.02 |
| 16250 - Washer Machine | | 11.28*** |
| 19000 - Machine Tool Operation And Repair Occupations | | |
| 19010 - Machine-Tool Operator (Tool Room) | | 19.05 |
| 19040 - Tool And Die Maker | | 22.84 |
| 21000 - Materials Handling And Packing Occupations | | |
| 21020 - Forklift Operator | | 18.58 |
| 21030 - Material Coordinator | | 23.44 |
| 21040 - Material Expediter | | 23.44 |
| 21050 - Material Handling Laborer | | 14.49*** |
| 21071 - Order Filler | | 15.47 |
| 21080 - Production Line Worker (Food Processing) | | 18.58 |
| 21110 - Shipping Packer | | 16.12 |
| 21130 - Shipping/Receiving Clerk | | 16.12 |
| 21140 - Store Worker I | | 14.10*** |
| 21150 - Stock Clerk | | 18.60 |
| 21210 - Tools And Parts Attendant | | 18.58 |
| 21410 - Warehouse Specialist | | 18.58 |
| 23000 - Mechanics And Maintenance And Repair Occupations | | |
| 23010 - Aerospace Structural Welder | | 24.66 |
| 23019 - Aircraft Logs and Records Technician | | 20.26 |
| 23021 - Aircraft Mechanic I | | 23.54 |
| 23022 - Aircraft Mechanic II | | 24.66 |
| 23023 - Aircraft Mechanic III | | 25.77 |
| 23040 - Aircraft Mechanic Helper | | 18.34 |
| 23050 - Aircraft Painter | | 22.45 |
| 23060 - Aircraft Servicer | | 20.26 |
| 23070 - Aircraft Survival Flight Equipment Technician | | 22.45 |
| 23080 - Aircraft Worker | | 21.16 |
| 23091 - Aircrew Life Support Equipment (ALSE) Mechanic | | 21.16 |

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|---|----------|
| I | |
| 23092 - Aircrew Life Support Equipment (ALSE) Mechanic | 23.54 |
| II | |
| 23110 - Appliance Mechanic | 22.45 |
| 23120 - Bicycle Repairer | 18.53 |
| 23125 - Cable Splicer | 34.38 |
| 23130 - Carpenter Maintenance | 21.04 |
| 23140 - Carpet Layer | 19.90 |
| 23160 - Electrician Maintenance | 23.77 |
| 23181 - Electronics Technician Maintenance I | 30.02 |
| 23182 - Electronics Technician Maintenance II | 31.85 |
| 23183 - Electronics Technician Maintenance III | 33.39 |
| 23260 - Fabric Worker | 19.87 |
| 23290 - Fire Alarm System Mechanic | 23.54 |
| 23310 - Fire Extinguisher Repairer | 18.53 |
| 23311 - Fuel Distribution System Mechanic | 29.57 |
| 23312 - Fuel Distribution System Operator | 22.96 |
| 23370 - General Maintenance Worker | 20.64 |
| 23380 - Ground Support Equipment Mechanic | 23.54 |
| 23381 - Ground Support Equipment Servicer | 20.26 |
| 23382 - Ground Support Equipment Worker | 21.16 |
| 23391 - Gunsmith I | 18.53 |
| 23392 - Gunsmith II | 21.16 |
| 23393 - Gunsmith III | 23.54 |
| 23410 - Heating Ventilation And Air-Conditioning Mechanic | 23.06 |
| 23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) | 24.16 |
| 23430 - Heavy Equipment Mechanic | 25.78 |
| 23440 - Heavy Equipment Operator | 21.42 |
| 23460 - Instrument Mechanic | 23.78 |
| 23465 - Laboratory/Shelter Mechanic | 22.45 |
| 23470 - Laborer | 14.49*** |
| 23510 - Locksmith | 22.45 |
| 23530 - Machinery Maintenance Mechanic | 26.59 |
| 23550 - Machinist Maintenance | 19.94 |
| 23580 - Maintenance Trades Helper | 19.73 |
| 23591 - Metrology Technician I | 23.78 |
| 23592 - Metrology Technician II | 24.77 |
| 23593 - Metrology Technician III | 25.80 |
| 23640 - Millwright | 28.80 |
| 23710 - Office Appliance Repairer | 22.45 |
| 23760 - Painter Maintenance | 19.75 |
| 23790 - Pipefitter Maintenance | 27.72 |
| 23810 - Plumber Maintenance | 24.81 |
| 23820 - Pneudraulic Systems Mechanic | 23.54 |
| 23850 - Rigger | 25.11 |
| 23870 - Scale Mechanic | 21.16 |
| 23890 - Sheet-Metal Worker Maintenance | 24.56 |
| 23910 - Small Engine Mechanic | 17.17 |
| 23931 - Telecommunications Mechanic I | 25.47 |
| 23932 - Telecommunications Mechanic II | 26.69 |
| 23950 - Telephone Lineman | 23.52 |
| 23960 - Welder Combination Maintenance | 19.19 |
| 23965 - Well Driller | 23.54 |
| 23970 - Woodcraft Worker | 23.54 |
| 23980 - Woodworker | 18.53 |
| 24000 - Personal Needs Occupations | |
| 24550 - Case Manager | 16.83 |
| 24570 - Child Care Attendant | 12.72*** |
| 24580 - Child Care Center Clerk | 15.85 |
| 24610 - Chore Aide | 11.24*** |
| 24620 - Family Readiness And Support Services Coordinator | 16.83 |
| 24630 - Homemaker | 16.83 |

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|---|----------|
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 23.54 |
| 25040 - Sewage Plant Operator | 22.40 |
| 25070 - Stationary Engineer | 23.54 |
| 25190 - Ventilation Equipment Tender | 17.20 |
| 25210 - Water Treatment Plant Operator | 22.40 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 20.09 |
| 27007 - Baggage Inspector | 16.17 |
| 27008 - Corrections Officer | 22.37 |
| 27010 - Court Security Officer | 22.95 |
| 27030 - Detection Dog Handler | 18.09 |
| 27040 - Detention Officer | 22.37 |
| 27070 - Firefighter | 22.50 |
| 27101 - Guard I | 16.17 |
| 27102 - Guard II | 18.09 |
| 27131 - Police Officer I | 24.41 |
| 27132 - Police Officer II | 27.12 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 12.72*** |
| 28042 - Carnival Equipment Repairer | 13.73*** |
| 28043 - Carnival Worker | 9.81*** |
| 28210 - Gate Attendant/Gate Tender | 14.63*** |
| 28310 - Lifeguard | 10.82*** |
| 28350 - Park Attendant (Aide) | 16.36 |
| 28510 - Recreation Aide/Health Facility Attendant | 11.94*** |
| 28515 - Recreation Specialist | 20.27 |
| 28630 - Sports Official | 13.03*** |
| 28690 - Swimming Pool Operator | 17.08 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 29.46 |
| 29020 - Hatch Tender | 29.46 |
| 29030 - Line Handler | 29.46 |
| 29041 - Stevedore I | 27.60 |
| 29042 - Stevedore II | 31.25 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist Center (HFO) (see 2) | 41.70 |
| 30011 - Air Traffic Control Specialist Station (HFO) (see 2) | 28.75 |
| 30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) | 31.67 |
| 30021 - Archeological Technician I | 17.11 |
| 30022 - Archeological Technician II | 19.14 |
| 30023 - Archeological Technician III | 23.71 |
| 30030 - Cartographic Technician | 23.71 |
| 30040 - Civil Engineering Technician | 23.79 |
| 30051 - Cryogenic Technician I | 26.26 |
| 30052 - Cryogenic Technician II | 29.00 |
| 30061 - Drafter/CAD Operator I | 17.11 |
| 30062 - Drafter/CAD Operator II | 19.14 |
| 30063 - Drafter/CAD Operator III | 21.33 |
| 30064 - Drafter/CAD Operator IV | 26.26 |
| 30081 - Engineering Technician I | 15.81 |
| 30082 - Engineering Technician II | 17.74 |
| 30083 - Engineering Technician III | 19.84 |
| 30084 - Engineering Technician IV | 24.59 |
| 30085 - Engineering Technician V | 30.08 |
| 30086 - Engineering Technician VI | 36.39 |
| 30090 - Environmental Technician | 21.79 |
| 30095 - Evidence Control Specialist | 23.71 |
| 30210 - Laboratory Technician | 25.16 |
| 30221 - Latent Fingerprint Technician I | 26.26 |
| 30222 - Latent Fingerprint Technician II | 29.00 |
| 30240 - Mathematical Technician | 23.71 |
| 30361 - Paralegal/Legal Assistant I | 19.24 |
| 30362 - Paralegal/Legal Assistant II | 23.84 |
| 30363 - Paralegal/Legal Assistant III | 29.16 |

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| 30364 - Paralegal/Legal Assistant IV | 35.28 |
| 30375 - Petroleum Supply Specialist | 29.00 |
| 30390 - Photo-Optics Technician | 23.71 |
| 30395 - Radiation Control Technician | 29.00 |
| 30461 - Technical Writer I | 23.71 |
| 30462 - Technical Writer II | 29.00 |
| 30463 - Technical Writer III | 35.09 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 26.50 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 32.06 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 38.43 |
| 30494 - Unexploded (UXO) Safety Escort | 26.50 |
| 30495 - Unexploded (UXO) Sweep Personnel | 26.50 |
| 30501 - Weather Forecaster I | 26.26 |
| 30502 - Weather Forecaster II | 31.94 |
| 30620 - Weather Observer Combined Upper Air Or Surface Programs | (see 2) 21.33 |
| 30621 - Weather Observer Senior | (see 2) 23.71 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31010 - Airplane Pilot | 32.06 |
| 31020 - Bus Aide | 15.90 |
| 31030 - Bus Driver | 22.08 |
| 31043 - Driver Courier | 17.01 |
| 31260 - Parking and Lot Attendant | 14.50*** |
| 31290 - Shuttle Bus Driver | 19.36 |
| 31310 - Taxi Driver | 13.13*** |
| 31361 - Truckdriver Light | 19.36 |
| 31362 - Truckdriver Medium | 19.70 |
| 31363 - Truckdriver Heavy | 25.13 |
| 31364 - Truckdriver Tractor-Trailer | 25.13 |
| 99000 - Miscellaneous Occupations | |
| 99020 - Cabin Safety Specialist | 15.63 |
| 99030 - Cashier | 9.83*** |
| 99050 - Desk Clerk | 11.10*** |
| 99095 - Embalmer | 32.32 |
| 99130 - Flight Follower | 26.50 |
| 99251 - Laboratory Animal Caretaker I | 11.12*** |
| 99252 - Laboratory Animal Caretaker II | 11.98*** |
| 99260 - Marketing Analyst | 26.46 |
| 99310 - Mortician | 32.32 |
| 99410 - Pest Controller | 23.37 |
| 99510 - Photofinishing Worker | 14.34*** |
| 99710 - Recycling Laborer | 20.12 |
| 99711 - Recycling Specialist | 23.78 |
| 99730 - Refuse Collector | 18.34 |
| 99810 - Sales Clerk | 12.08*** |
| 99820 - School Crossing Guard | 15.57 |
| 99830 - Survey Party Chief | 22.82 |
| 99831 - Surveying Aide | 13.55*** |
| 99832 - Surveying Technician | 20.74 |
| 99840 - Vending Machine Attendant | 13.70*** |
| 99841 - Vending Machine Repairer | 16.39 |
| 99842 - Vending Machine Repairer Helper | 13.70*** |

***Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 (\$15.00 per hour) or 13658 (\$11.25 per hour). Please see the Note at the top of the wage determination for more information. Please also note that the minimum wage requirements of Executive Order 14026 and 13658 are not currently being enforced as to contracts or contract-like instruments entered into with the federal government in connection with seasonal recreational services or seasonal recreational equipment rental for the general public on federal lands.

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.60 per hour up to 40 hours per week or \$184.00 per week or \$797.33 per month

HEALTH & WELFARE EO 13706: \$4.23 per hour up to 40 hours per week or \$169.20 per week or \$733.20 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 5 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Juneteenth National Independence Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than \$27.63 (or on a salary or fee basis at a rate not less than \$455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541.400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds \$27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees

who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

**** HAZARDOUS PAY DIFFERENTIAL ****

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary

affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However in those instances where the uniforms furnished are made of "wash and wear" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

**** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS ****

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

**** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) ****

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR 4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).
- 4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

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| "REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor | U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210 Wage Determination No.: 2015-4753 Revision No.: 20 Date Of Last Revision: 03/15/2022 |
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Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

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| If the contract is entered into on or after January 30 2022 or the contract is renewed or extended (e.g. an option is exercised) on or after January 30 2022: | With certain exceptions Executive Order 14026 applies to the contract. The contractor must pay all covered workers at least \$15.00 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in 2022. |
| If the contract was awarded on or between January 1 2015 and January 29 2022 and the contract is not renewed or extended on or after January 30 2022: | With certain exceptions Executive Order 13658 applies to the contract. The contractor must pay all covered workers at least \$11.25 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in 2022. |

The applicable Executive Order minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the Executive Orders is available at <https://www.dol.gov/agencies/whd/government-contracts>.

State: Ohio

Area: Ohio Counties of Crawford Holmes Knox Marion

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|----------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 15.21 |
| 01012 - Accounting Clerk II | | 17.08 |
| 01013 - Accounting Clerk III | | 19.10 |
| 01020 - Administrative Assistant | | 24.09 |
| 01035 - Court Reporter | | 17.96 |
| 01041 - Customer Service Representative I | | 13.07*** |
| 01042 - Customer Service Representative II | | 14.69*** |
| 01043 - Customer Service Representative III | | 16.03 |
| 01051 - Data Entry Operator I | | 13.68*** |
| 01052 - Data Entry Operator II | | 14.99*** |
| 01060 - Dispatcher Motor Vehicle | | 20.79 |
| 01070 - Document Preparation Clerk | | 13.01*** |
| 01090 - Duplicating Machine Operator | | 13.01*** |
| 01111 - General Clerk I | | 13.43*** |
| 01112 - General Clerk II | | 14.66*** |
| 01113 - General Clerk III | | 16.77 |

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| 01120 - Housing Referral Assistant | 21.46 |
| 01141 - Messenger Courier | 12.68*** |
| 01191 - Order Clerk I | 13.95*** |
| 01192 - Order Clerk II | 15.22 |
| 01261 - Personnel Assistant (Employment) I | 17.06 |
| 01262 - Personnel Assistant (Employment) II | 19.09 |
| 01263 - Personnel Assistant (Employment) III | 21.27 |
| 01270 - Production Control Clerk | 24.48 |
| 01290 - Rental Clerk | 15.39 |
| 01300 - Scheduler Maintenance | 17.20 |
| 01311 - Secretary I | 17.20 |
| 01312 - Secretary II | 19.24 |
| 01313 - Secretary III | 21.46 |
| 01320 - Service Order Dispatcher | 18.59 |
| 01410 - Supply Technician | 24.09 |
| 01420 - Survey Worker | 16.70 |
| 01460 - Switchboard Operator/Receptionist | 12.96*** |
| 01531 - Travel Clerk I | 14.40*** |
| 01532 - Travel Clerk II | 15.35 |
| 01533 - Travel Clerk III | 16.38 |
| 01611 - Word Processor I | 13.88*** |
| 01612 - Word Processor II | 15.59 |
| 01613 - Word Processor III | 17.96 |
| 05000 - Automotive Service Occupations | |
| 05005 - Automobile Body Repairer Fiberglass | 21.84 |
| 05010 - Automotive Electrician | 19.56 |
| 05040 - Automotive Glass Installer | 18.71 |
| 05070 - Automotive Worker | 19.26 |
| 05110 - Mobile Equipment Servicer | 17.02 |
| 05130 - Motor Equipment Metal Mechanic | 22.25 |
| 05160 - Motor Equipment Metal Worker | 18.89 |
| 05190 - Motor Vehicle Mechanic | 20.39 |
| 05220 - Motor Vehicle Mechanic Helper | 16.18 |
| 05250 - Motor Vehicle Upholstery Worker | 18.39 |
| 05280 - Motor Vehicle Wrecker | 19.26 |
| 05310 - Painter Automotive | 20.38 |
| 05340 - Radiator Repair Specialist | 19.26 |
| 05370 - Tire Repairer | 15.13 |
| 05400 - Transmission Repair Specialist | 20.39 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 13.47*** |
| 07041 - Cook I | 13.01*** |
| 07042 - Cook II | 14.81*** |
| 07070 - Dishwasher | 9.44*** |
| 07130 - Food Service Worker | 9.76*** |
| 07210 - Meat Cutter | 17.19 |
| 07260 - Waiter/Waitress | 9.48*** |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 17.32 |
| 09040 - Furniture Handler | 11.93*** |
| 09080 - Furniture Refinisher | 16.32 |
| 09090 - Furniture Refinisher Helper | 13.49*** |
| 09110 - Furniture Repairer Minor | 14.89*** |
| 09130 - Upholsterer | 16.78 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner Vehicles | 13.58*** |
| 11060 - Elevator Operator | 13.31*** |
| 11090 - Gardener | 17.90 |
| 11122 - Housekeeping Aide | 13.31*** |
| 11150 - Janitor | 13.31*** |
| 11210 - Laborer Grounds Maintenance | 14.10*** |
| 11240 - Maid or Houseman | 10.51*** |
| 11260 - Pruner | 12.82*** |
| 11270 - Tractor Operator | 16.65 |
| 11330 - Trail Maintenance Worker | 14.10*** |

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| 11360 - Window Cleaner | 14.63*** |
| 12000 - Health Occupations | |
| 12010 Ambulance Driver | 18.25 |
| 12011 - Breath Alcohol Technician | 18.97 |
| 12012 - Certified Occupational Therapist Assistant | 28.36 |
| 12015 - Certified Physical Therapist Assistant | 27.78 |
| 12020 Dental Assistant | 19.96 |
| 12025 - Dental Hygienist | 36.62 |
| 12030 - EKG Technician | 28.58 |
| 12035 - Electroneurodiagnostic Technologist | 28.58 |
| 12040 Emergency Medical Technician | 18.25 |
| 12071 - Licensed Practical Nurse I | 16.96 |
| 12072 - Licensed Practical Nurse II | 18.97 |
| 12073 - Licensed Practical Nurse III | 21.14 |
| 12100 Medical Assistant | 15.22 |
| 12130 - Medical Laboratory Technician | 27.01 |
| 12160 - Medical Record Clerk | 15.70 |
| 12190 - Medical Record Technician | 18.48 |
| 12195 Medical Transcriptionist | 18.26 |
| 12210 - Nuclear Medicine Technologist | 35.13 |
| 12221 - Nursing Assistant I | 12.68*** |
| 12222 - Nursing Assistant II | 14.25*** |
| 12223 Nursing Assistant III | 15.55 |
| 12224 - Nursing Assistant IV | 17.47 |
| 12235 - Optical Dispenser | 18.52 |
| 12236 - Optical Technician | 16.96 |
| 12250 Pharmacy Technician | 16.49 |
| 12280 - Phlebotomist | 15.87 |
| 12305 - Radiologic Technologist | 26.74 |
| 12311 - Registered Nurse I | 24.93 |
| 12312 Registered Nurse II | 30.49 |
| 12313 - Registered Nurse II Specialist | 30.49 |
| 12314 - Registered Nurse III | 36.90 |
| 12315 - Registered Nurse III Anesthetist | 36.90 |
| 12316 Registered Nurse IV | 44.22 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 23.50 |
| 12320 - Substance Abuse Treatment Counselor | 24.33 |
| 13000 - Information And Arts Occupations | |
| 13011 Exhibits Specialist I | 19.60 |
| 13012 - Exhibits Specialist II | 24.33 |
| 13013 - Exhibits Specialist III | 29.76 |
| 13041 - Illustrator I | 19.78 |
| 13042 Illustrator II | 24.52 |
| 13043 - Illustrator III | 29.99 |
| 13047 - Librarian | 29.19 |
| 13050 - Library Aide/Clerk | 11.59*** |
| 13054 Library Information Technology Systems Administrator | 24.84 |
| 13058 - Library Technician | 18.05 |
| 13061 - Media Specialist I | 17.91 |
| 13062 Media Specialist II | 20.02 |
| 13063 - Media Specialist III | 22.33 |
| 13071 - Photographer I | 15.90 |
| 13072 - Photographer II | 18.10 |
| 13073 Photographer III | 26.06 |
| 13074 - Photographer IV | 27.75 |
| 13075 - Photographer V | 33.59 |
| 13090 - Technical Order Library Clerk | 15.90 |
| 13110 Video Teleconference Technician | 19.00 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 17.11 |
| 14042 - Computer Operator II | 19.14 |
| 14043 Computer Operator III | 21.35 |
| 14044 - Computer Operator IV | 23.71 |
| 14045 - Computer Operator V | 26.27 |

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| 14071 - Computer Programmer I | (see 1) | |
| 14072 - Computer Programmer II | (see 1) | |
| 14073 - Computer Programmer III | (see 1) | |
| 14074 - Computer Programmer IV | (see 1) | |
| 14101 - Computer Systems Analyst I | (see 1) | |
| 14102 - Computer Systems Analyst II | (see 1) | |
| 14103 - Computer Systems Analyst III | (see 1) | |
| 14150 - Peripheral Equipment Operator | | 17.11 |
| 14160 - Personal Computer Support Technician | | 23.71 |
| 14170 - System Support Specialist | | 25.06 |
| 15000 - Instructional Occupations | | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | | 31.20 |
| 15020 - Aircrew Training Devices Instructor (Rated) | | 37.74 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | | 45.23 |
| 15050 - Computer Based Training Specialist / Instructor | | 31.20 |
| 15060 - Educational Technologist | | 31.76 |
| 15070 - Flight Instructor (Pilot) | | 45.23 |
| 15080 - Graphic Artist | | 25.33 |
| 15085 - Maintenance Test Pilot Fixed Jet/Prop | | 42.34 |
| 15086 - Maintenance Test Pilot Rotary Wing | | 42.34 |
| 15088 - Non-Maintenance Test/Co-Pilot | | 42.34 |
| 15090 - Technical Instructor | | 21.28 |
| 15095 - Technical Instructor/Course Developer | | 26.03 |
| 15110 - Test Proctor | | 17.17 |
| 15120 - Tutor | | 17.17 |
| 16000 - Laundry Dry-Cleaning Pressing And Related Occupations | | |
| 16010 - Assembler | | 10.58*** |
| 16030 - Counter Attendant | | 10.58*** |
| 16040 - Dry Cleaner | | 13.17*** |
| 16070 - Finisher Flatwork Machine | | 10.58*** |
| 16090 - Presser Hand | | 10.58*** |
| 16110 - Presser Machine Drycleaning | | 10.58*** |
| 16130 - Presser Machine Shirts | | 10.58*** |
| 16160 - Presser Machine Wearing Apparel Laundry | | 10.58*** |
| 16190 - Sewing Machine Operator | | 14.09*** |
| 16220 - Tailor | | 15.02 |
| 16250 - Washer Machine | | 11.28*** |
| 19000 - Machine Tool Operation And Repair Occupations | | |
| 19010 - Machine-Tool Operator (Tool Room) | | 19.84 |
| 19040 - Tool And Die Maker | | 23.39 |
| 21000 - Materials Handling And Packing Occupations | | |
| 21020 - Forklift Operator | | 18.59 |
| 21030 - Material Coordinator | | 24.48 |
| 21040 - Material Expediter | | 24.48 |
| 21050 - Material Handling Laborer | | 14.95*** |
| 21071 - Order Filler | | 15.47 |
| 21080 - Production Line Worker (Food Processing) | | 18.59 |
| 21110 - Shipping Packer | | 17.07 |
| 21130 - Shipping/Receiving Clerk | | 17.07 |
| 21140 - Store Worker I | | 14.97*** |
| 21150 - Stock Clerk | | 19.91 |
| 21210 - Tools And Parts Attendant | | 18.59 |
| 21410 - Warehouse Specialist | | 18.59 |
| 23000 - Mechanics And Maintenance And Repair Occupations | | |
| 23010 - Aerospace Structural Welder | | 24.09 |
| 23019 - Aircraft Logs and Records Technician | | 20.26 |
| 23021 - Aircraft Mechanic I | | 23.13 |
| 23022 - Aircraft Mechanic II | | 24.09 |
| 23023 - Aircraft Mechanic III | | 25.10 |
| 23040 - Aircraft Mechanic Helper | | 18.34 |
| 23050 - Aircraft Painter | | 21.34 |
| 23060 - Aircraft Servicer | | 20.26 |
| 23070 - Aircraft Survival Flight Equipment Technician | | 21.34 |
| 23080 - Aircraft Worker | | 20.76 |
| 23091 - Aircrew Life Support Equipment (ALSE) Mechanic | | 20.76 |

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| 23092 - Aircrew Life Support Equipment (ALSE) Mechanic | 23.13 |
| II | |
| 23110 - Appliance Mechanic | 23.55 |
| 23120 - Bicycle Repairer | 18.26 |
| 23125 - Cable Splicer | 37.15 |
| 23130 - Carpenter Maintenance | 21.47 |
| 23140 - Carpet Layer | 21.92 |
| 23160 - Electrician Maintenance | 25.81 |
| 23181 - Electronics Technician Maintenance I | 26.95 |
| 23182 - Electronics Technician Maintenance II | 28.48 |
| 23183 - Electronics Technician Maintenance III | 29.91 |
| 23260 - Fabric Worker | 20.89 |
| 23290 - Fire Alarm System Mechanic | 20.07 |
| 23310 - Fire Extinguisher Repairer | 19.57 |
| 23311 - Fuel Distribution System Mechanic | 32.53 |
| 23312 - Fuel Distribution System Operator | 25.41 |
| 23370 - General Maintenance Worker | 19.98 |
| 23380 - Ground Support Equipment Mechanic | 23.13 |
| 23381 - Ground Support Equipment Servicer | 20.26 |
| 23382 - Ground Support Equipment Worker | 20.76 |
| 23391 - Gunsmith I | 19.57 |
| 23392 - Gunsmith II | 22.29 |
| 23393 - Gunsmith III | 24.73 |
| 23410 - Heating Ventilation And Air-Conditioning Mechanic | 21.73 |
| 23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) | 22.71 |
| 23430 - Heavy Equipment Mechanic | 22.96 |
| 23440 - Heavy Equipment Operator | 26.87 |
| 23460 - Instrument Mechanic | 24.73 |
| 23465 - Laboratory/Shelter Mechanic | 23.55 |
| 23470 - Laborer | 14.95*** |
| 23510 - Locksmith | 21.21 |
| 23530 - Machinery Maintenance Mechanic | 27.29 |
| 23550 - Machinist Maintenance | 19.03 |
| 23580 - Maintenance Trades Helper | 17.32 |
| 23591 - Metrology Technician I | 24.73 |
| 23592 - Metrology Technician II | 25.88 |
| 23593 - Metrology Technician III | 26.92 |
| 23640 - Millwright | 32.76 |
| 23710 - Office Appliance Repairer | 19.23 |
| 23760 - Painter Maintenance | 20.74 |
| 23790 - Pipefitter Maintenance | 25.32 |
| 23810 - Plumber Maintenance | 22.98 |
| 23820 - Pneudraulic Systems Mechanic | 24.73 |
| 23850 - Rigger | 24.73 |
| 23870 - Scale Mechanic | 22.29 |
| 23890 - Sheet-Metal Worker Maintenance | 22.33 |
| 23910 - Small Engine Mechanic | 15.61 |
| 23931 - Telecommunications Mechanic I | 25.16 |
| 23932 - Telecommunications Mechanic II | 26.21 |
| 23950 - Telephone Lineman | 25.52 |
| 23960 - Welder Combination Maintenance | 20.70 |
| 23965 - Well Driller | 24.73 |
| 23970 - Woodcraft Worker | 24.73 |
| 23980 - Woodworker | 19.57 |
| 24000 - Personal Needs Occupations | |
| 24550 - Case Manager | 16.34 |
| 24570 - Child Care Attendant | 11.85*** |
| 24580 - Child Care Center Clerk | 14.77*** |
| 24610 - Chore Aide | 11.61*** |
| 24620 - Family Readiness And Support Services Coordinator | 16.34 |
| 24630 - Homemaker | 16.34 |

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| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 26.21 |
| 25040 - Sewage Plant Operator | 23.71 |
| 25070 - Stationary Engineer | 26.21 |
| 25190 - Ventilation Equipment Tender | 19.29 |
| 25210 - Water Treatment Plant Operator | 23.71 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 19.36 |
| 27007 - Baggage Inspector | 16.98 |
| 27008 - Corrections Officer | 21.90 |
| 27010 - Court Security Officer | 22.95 |
| 27030 - Detection Dog Handler | 18.99 |
| 27040 - Detention Officer | 21.90 |
| 27070 - Firefighter | 22.50 |
| 27101 - Guard I | 16.98 |
| 27102 - Guard II | 18.99 |
| 27131 - Police Officer I | 24.41 |
| 27132 - Police Officer II | 27.12 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 12.60*** |
| 28042 - Carnival Equipment Repairer | 13.54*** |
| 28043 - Carnival Worker | 9.70*** |
| 28210 - Gate Attendant/Gate Tender | 14.00*** |
| 28310 - Lifeguard | 10.82*** |
| 28350 - Park Attendant (Aide) | 15.66 |
| 28510 - Recreation Aide/Health Facility Attendant | 11.36*** |
| 28515 - Recreation Specialist | 18.94 |
| 28630 - Sports Official | 12.47*** |
| 28690 - Swimming Pool Operator | 17.08 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 22.34 |
| 29020 - Hatch Tender | 22.34 |
| 29030 - Line Handler | 22.34 |
| 29041 - Stevedore I | 20.45 |
| 29042 - Stevedore II | 23.43 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist Center (HFO) (see 2) | 41.70 |
| 30011 - Air Traffic Control Specialist Station (HFO) (see 2) | 28.75 |
| 30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) | 31.67 |
| 30021 - Archeological Technician I | 18.48 |
| 30022 - Archeological Technician II | 20.68 |
| 30023 - Archeological Technician III | 25.61 |
| 30030 - Cartographic Technician | 25.61 |
| 30040 - Civil Engineering Technician | 27.78 |
| 30051 - Cryogenic Technician I | 28.36 |
| 30052 - Cryogenic Technician II | 31.32 |
| 30061 - Drafter/CAD Operator I | 18.48 |
| 30062 - Drafter/CAD Operator II | 20.68 |
| 30063 - Drafter/CAD Operator III | 23.04 |
| 30064 - Drafter/CAD Operator IV | 28.36 |
| 30081 - Engineering Technician I | 16.50 |
| 30082 - Engineering Technician II | 18.53 |
| 30083 - Engineering Technician III | 20.72 |
| 30084 - Engineering Technician IV | 25.67 |
| 30085 - Engineering Technician V | 31.40 |
| 30086 - Engineering Technician VI | 38.00 |
| 30090 - Environmental Technician | 22.32 |
| 30095 - Evidence Control Specialist | 25.61 |
| 30210 - Laboratory Technician | 23.42 |
| 30221 - Latent Fingerprint Technician I | 28.36 |
| 30222 - Latent Fingerprint Technician II | 31.32 |
| 30240 - Mathematical Technician | 28.17 |
| 30361 - Paralegal/Legal Assistant I | 18.44 |
| 30362 - Paralegal/Legal Assistant II | 22.84 |
| 30363 - Paralegal/Legal Assistant III | 27.94 |

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| 30364 - Paralegal/Legal Assistant IV | 33.80 |
| 30375 - Petroleum Supply Specialist | 31.32 |
| 30390 - Photo-Optics Technician | 23.15 |
| 30395 - Radiation Control Technician | 31.32 |
| 30461 - Technical Writer I | 25.61 |
| 30462 - Technical Writer II | 31.32 |
| 30463 - Technical Writer III | 37.90 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 26.50 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 32.06 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 38.43 |
| 30494 - Unexploded (UXO) Safety Escort | 26.50 |
| 30495 - Unexploded (UXO) Sweep Personnel | 26.50 |
| 30501 - Weather Forecaster I | 28.36 |
| 30502 - Weather Forecaster II | 34.50 |
| 30620 - Weather Observer Combined Upper Air Or Surface Programs | (see 2) 23.04 |
| 30621 - Weather Observer Senior | (see 2) 25.61 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31010 - Airplane Pilot | 32.06 |
| 31020 - Bus Aide | 15.20 |
| 31030 - Bus Driver | 21.67 |
| 31043 - Driver Courier | 17.01 |
| 31260 - Parking and Lot Attendant | 12.56*** |
| 31290 - Shuttle Bus Driver | 19.36 |
| 31310 - Taxi Driver | 11.67*** |
| 31361 - Truckdriver Light | 19.36 |
| 31362 - Truckdriver Medium | 19.70 |
| 31363 - Truckdriver Heavy | 22.08 |
| 31364 - Truckdriver Tractor-Trailer | 22.08 |
| 99000 - Miscellaneous Occupations | |
| 99020 - Cabin Safety Specialist | 15.63 |
| 99030 - Cashier | 10.87*** |
| 99050 - Desk Clerk | 10.30*** |
| 99095 - Embalmer | 28.80 |
| 99130 - Flight Follower | 26.50 |
| 99251 - Laboratory Animal Caretaker I | 13.98*** |
| 99252 - Laboratory Animal Caretaker II | 15.03 |
| 99260 - Marketing Analyst | 26.54 |
| 99310 - Mortician | 28.92 |
| 99410 - Pest Controller | 17.09 |
| 99510 - Photofinishing Worker | 14.34*** |
| 99710 - Recycling Laborer | 20.57 |
| 99711 - Recycling Specialist | 24.31 |
| 99730 - Refuse Collector | 18.72 |
| 99810 - Sales Clerk | 12.70*** |
| 99820 - School Crossing Guard | 12.88*** |
| 99830 - Survey Party Chief | 22.15 |
| 99831 - Surveying Aide | 13.15*** |
| 99832 - Surveying Technician | 20.13 |
| 99840 - Vending Machine Attendant | 16.28 |
| 99841 - Vending Machine Repairer | 19.20 |
| 99842 - Vending Machine Repairer Helper | 16.28 |

***Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 (\$15.00 per hour) or 13658 (\$11.25 per hour). Please see the Note at the top of the wage determination for more information. Please also note that the minimum wage requirements of Executive Order 14026 and 13658 are not currently being enforced as to contracts or contract-like instruments entered into with the federal government in connection with seasonal recreational services or seasonal recreational equipment rental for the general public on federal lands.

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.60 per hour up to 40 hours per week or \$184.00 per week or \$797.33 per month

HEALTH & WELFARE EO 13706: \$4.23 per hour up to 40 hours per week or \$169.20 per week or \$733.20 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years 4 weeks after 15 years and 5 weeks after 25 years.

Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of twelve paid holidays per year: New Year's Day Martin Luther King Jr's Birthday Washington's Birthday Good Friday Memorial Day Juneteenth National Independence Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than \$27.63 (or on a salary or fee basis at a rate not less than \$455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541.400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds \$27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees

who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

**** HAZARDOUS PAY DIFFERENTIAL ****

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary

affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However in those instances where the uniforms furnished are made of "wash and wear" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

**** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS ****

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

**** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) ****

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR 4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).
- 4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

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| "REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor | U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210 Wage Determination No.: 2015-4727 Revision No.: 16 Date Of Last Revision: 03/15/2022 |
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Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

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| If the contract is entered into on or after January 30 2022 or the contract is renewed or extended (e.g. an option is exercised) on or after January 30 2022: | With certain exceptions Executive Order 14026 applies to the contract. The contractor must pay all covered workers at least \$15.00 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in 2022. |
| If the contract was awarded on or between January 1 2015 and January 29 2022 and the contract is not renewed or extended on or after January 30 2022: | With certain exceptions Executive Order 13658 applies to the contract. The contractor must pay all covered workers at least \$11.25 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in 2022. |

The applicable Executive Order minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the Executive Orders is available at <https://www.dol.gov/agencies/whd/government-contracts>.

State: Ohio

Area: Ohio Counties of Cuyahoga Geauga Lake Lorain Medina

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|----------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 16.27 |
| 01012 - Accounting Clerk II | | 18.28 |
| 01013 - Accounting Clerk III | | 20.44 |
| 01020 - Administrative Assistant | | 29.01 |
| 01035 - Court Reporter | | 20.56 |
| 01041 - Customer Service Representative I | | 14.77*** |
| 01042 - Customer Service Representative II | | 16.12 |
| 01043 - Customer Service Representative III | | 18.11 |
| 01051 - Data Entry Operator I | | 14.60*** |
| 01052 - Data Entry Operator II | | 15.94 |
| 01060 - Dispatcher Motor Vehicle | | 21.95 |
| 01070 - Document Preparation Clerk | | 15.95 |
| 01090 - Duplicating Machine Operator | | 15.95 |
| 01111 - General Clerk I | | 14.36*** |
| 01112 - General Clerk II | | 15.67 |
| 01113 - General Clerk III | | 17.60 |

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| 01120 - Housing Referral Assistant | 20.67 |
| 01141 - Messenger Courier | 14.33*** |
| 01191 - Order Clerk I | 15.95 |
| 01192 - Order Clerk II | 17.41 |
| 01261 - Personnel Assistant (Employment) I | 17.27 |
| 01262 - Personnel Assistant (Employment) II | 19.31 |
| 01263 - Personnel Assistant (Employment) III | 21.52 |
| 01270 - Production Control Clerk | 24.28 |
| 01290 - Rental Clerk | 15.48 |
| 01300 - Scheduler Maintenance | 16.58 |
| 01311 - Secretary I | 16.58 |
| 01312 - Secretary II | 18.54 |
| 01313 - Secretary III | 20.67 |
| 01320 - Service Order Dispatcher | 19.63 |
| 01410 - Supply Technician | 29.01 |
| 01420 - Survey Worker | 16.28 |
| 01460 - Switchboard Operator/Receptionist | 14.23*** |
| 01531 - Travel Clerk I | 16.26 |
| 01532 - Travel Clerk II | 17.34 |
| 01533 - Travel Clerk III | 18.48 |
| 01611 - Word Processor I | 15.22 |
| 01612 - Word Processor II | 17.08 |
| 01613 - Word Processor III | 19.11 |
| 05000 - Automotive Service Occupations | |
| 05005 - Automobile Body Repairer Fiberglass | 20.43 |
| 05010 - Automotive Electrician | 20.14 |
| 05040 - Automotive Glass Installer | 19.22 |
| 05070 - Automotive Worker | 19.22 |
| 05110 - Mobile Equipment Servicer | 17.27 |
| 05130 - Motor Equipment Metal Mechanic | 21.09 |
| 05160 - Motor Equipment Metal Worker | 19.22 |
| 05190 - Motor Vehicle Mechanic | 21.09 |
| 05220 - Motor Vehicle Mechanic Helper | 16.50 |
| 05250 - Motor Vehicle Upholstery Worker | 18.14 |
| 05280 - Motor Vehicle Wrecker | 19.22 |
| 05310 - Painter Automotive | 20.14 |
| 05340 - Radiator Repair Specialist | 19.22 |
| 05370 - Tire Repairer | 15.89 |
| 05400 - Transmission Repair Specialist | 21.09 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 12.78*** |
| 07041 - Cook I | 14.37*** |
| 07042 - Cook II | 16.19 |
| 07070 - Dishwasher | 10.21*** |
| 07130 - Food Service Worker | 12.00*** |
| 07210 - Meat Cutter | 19.09 |
| 07260 - Waiter/Waitress | 9.94*** |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 20.60 |
| 09040 - Furniture Handler | 13.89*** |
| 09080 - Furniture Refinisher | 20.60 |
| 09090 - Furniture Refinisher Helper | 15.71 |
| 09110 - Furniture Repairer Minor | 17.22 |
| 09130 - Upholsterer | 20.65 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner Vehicles | 12.91*** |
| 11060 - Elevator Operator | 12.91*** |
| 11090 - Gardener | 19.16 |
| 11122 - Housekeeping Aide | 13.47*** |
| 11150 - Janitor | 13.47*** |
| 11210 - Laborer Grounds Maintenance | 15.28 |
| 11240 - Maid or Houseman | 11.51*** |
| 11260 - Pruner | 14.01*** |
| 11270 - Tractor Operator | 17.91 |
| 11330 - Trail Maintenance Worker | 15.28 |

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| 11360 - Window Cleaner | 14.69*** |
| 12000 - Health Occupations | |
| 12010 Ambulance Driver | 19.29 |
| 12011 - Breath Alcohol Technician | 21.06 |
| 12012 - Certified Occupational Therapist Assistant | 29.96 |
| 12015 - Certified Physical Therapist Assistant | 29.84 |
| 12020 Dental Assistant | 19.14 |
| 12025 - Dental Hygienist | 33.67 |
| 12030 - EKG Technician | 28.11 |
| 12035 - Electroneurodiagnostic Technologist | 28.11 |
| 12040 Emergency Medical Technician | 19.29 |
| 12071 - Licensed Practical Nurse I | 18.83 |
| 12072 - Licensed Practical Nurse II | 21.06 |
| 12073 - Licensed Practical Nurse III | 23.47 |
| 12100 Medical Assistant | 17.62 |
| 12130 - Medical Laboratory Technician | 28.14 |
| 12160 - Medical Record Clerk | 21.38 |
| 12190 - Medical Record Technician | 23.91 |
| 12195 Medical Transcriptionist | 20.87 |
| 12210 - Nuclear Medicine Technologist | 37.66 |
| 12221 - Nursing Assistant I | 11.83*** |
| 12222 - Nursing Assistant II | 13.30*** |
| 12223 Nursing Assistant III | 14.51*** |
| 12224 - Nursing Assistant IV | 16.30 |
| 12235 - Optical Dispenser | 22.28 |
| 12236 - Optical Technician | 18.22 |
| 12250 Pharmacy Technician | 16.89 |
| 12280 - Phlebotomist | 17.93 |
| 12305 - Radiologic Technologist | 29.74 |
| 12311 - Registered Nurse I | 23.42 |
| 12312 Registered Nurse II | 28.65 |
| 12313 - Registered Nurse II Specialist | 28.65 |
| 12314 - Registered Nurse III | 34.67 |
| 12315 - Registered Nurse III Anesthetist | 34.67 |
| 12316 Registered Nurse IV | 41.55 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 26.09 |
| 12320 - Substance Abuse Treatment Counselor | 23.07 |
| 13000 - Information And Arts Occupations | |
| 13011 Exhibits Specialist I | 21.28 |
| 13012 - Exhibits Specialist II | 26.36 |
| 13013 - Exhibits Specialist III | 32.24 |
| 13041 - Illustrator I | 21.08 |
| 13042 Illustrator II | 26.12 |
| 13043 - Illustrator III | 31.95 |
| 13047 - Librarian | 29.41 |
| 13050 - Library Aide/Clerk | 13.52*** |
| 13054 Library Information Technology Systems Administrator | 24.42 |
| 13058 - Library Technician | 19.83 |
| 13061 - Media Specialist I | 17.87 |
| 13062 Media Specialist II | 20.00 |
| 13063 - Media Specialist III | 22.30 |
| 13071 - Photographer I | 18.04 |
| 13072 - Photographer II | 20.18 |
| 13073 Photographer III | 25.00 |
| 13074 - Photographer IV | 30.58 |
| 13075 - Photographer V | 37.01 |
| 13090 - Technical Order Library Clerk | 16.98 |
| 13110 Video Teleconference Technician | 23.18 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 17.68 |
| 14042 - Computer Operator II | 19.78 |
| 14043 Computer Operator III | 22.04 |
| 14044 - Computer Operator IV | 24.90 |
| 14045 - Computer Operator V | 27.57 |

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| 14071 - Computer Programmer I | (see 1) | 22.57 |
| 14072 - Computer Programmer II | (see 1) | |
| 14073 - Computer Programmer III | (see 1) | |
| 14074 - Computer Programmer IV | (see 1) | |
| 14101 - Computer Systems Analyst I | (see 1) | |
| 14102 - Computer Systems Analyst II | (see 1) | |
| 14103 - Computer Systems Analyst III | (see 1) | |
| 14150 - Peripheral Equipment Operator | | 17.68 |
| 14160 - Personal Computer Support Technician | | 24.90 |
| 14170 - System Support Specialist | | 29.00 |
| 15000 - Instructional Occupations | | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | | 28.53 |
| 15020 - Aircrew Training Devices Instructor (Rated) | | 35.35 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | | 41.38 |
| 15050 - Computer Based Training Specialist / Instructor | | 30.23 |
| 15060 - Educational Technologist | | 35.57 |
| 15070 - Flight Instructor (Pilot) | | 41.38 |
| 15080 - Graphic Artist | | 24.34 |
| 15085 - Maintenance Test Pilot Fixed Jet/Prop | | 39.10 |
| 15086 - Maintenance Test Pilot Rotary Wing | | 39.10 |
| 15088 - Non-Maintenance Test/Co-Pilot | | 39.10 |
| 15090 - Technical Instructor | | 24.57 |
| 15095 - Technical Instructor/Course Developer | | 30.06 |
| 15110 - Test Proctor | | 19.84 |
| 15120 - Tutor | | 19.84 |
| 16000 - Laundry Dry-Cleaning Pressing And Related Occupations | | |
| 16010 - Assembler | | 10.57*** |
| 16030 - Counter Attendant | | 10.57*** |
| 16040 - Dry Cleaner | | 13.13*** |
| 16070 - Finisher Flatwork Machine | | 10.57*** |
| 16090 - Presser Hand | | 10.57*** |
| 16110 - Presser Machine Drycleaning | | 10.57*** |
| 16130 - Presser Machine Shirts | | 10.57*** |
| 16160 - Presser Machine Wearing Apparel Laundry | | 10.57*** |
| 16190 - Sewing Machine Operator | | 14.07*** |
| 16220 - Tailor | | 15.00 |
| 16250 - Washer Machine | | 11.26*** |
| 19000 - Machine Tool Operation And Repair Occupations | | |
| 19010 - Machine-Tool Operator (Tool Room) | | 23.45 |
| 19040 - Tool And Die Maker | | 27.31 |
| 21000 - Materials Handling And Packing Occupations | | |
| 21020 - Forklift Operator | | 18.13 |
| 21030 - Material Coordinator | | 24.28 |
| 21040 - Material Expediter | | 24.28 |
| 21050 - Material Handling Laborer | | 14.93*** |
| 21071 - Order Filler | | 13.69*** |
| 21080 - Production Line Worker (Food Processing) | | 18.13 |
| 21110 - Shipping Packer | | 16.73 |
| 21130 - Shipping/Receiving Clerk | | 16.73 |
| 21140 - Store Worker I | | 16.43 |
| 21150 - Stock Clerk | | 21.54 |
| 21210 - Tools And Parts Attendant | | 18.13 |
| 21410 - Warehouse Specialist | | 18.13 |
| 23000 - Mechanics And Maintenance And Repair Occupations | | |
| 23010 - Aerospace Structural Welder | | 35.17 |
| 23019 - Aircraft Logs and Records Technician | | 29.02 |
| 23021 - Aircraft Mechanic I | | 33.74 |
| 23022 - Aircraft Mechanic II | | 35.17 |
| 23023 - Aircraft Mechanic III | | 36.49 |
| 23040 - Aircraft Mechanic Helper | | 25.52 |
| 23050 - Aircraft Painter | | 32.21 |
| 23060 - Aircraft Servicer | | 29.02 |
| 23070 - Aircraft Survival Flight Equipment Technician | | 32.21 |
| 23080 - Aircraft Worker | | 30.75 |
| 23091 - Aircrew Life Support Equipment (ALSE) Mechanic | | 30.75 |

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| 23092 - Aircrew Life Support Equipment (ALSE) Mechanic | 33.74 |
| II | |
| 23110 - Appliance Mechanic | 21.53 |
| 23120 - Bicycle Repairer | 23.11 |
| 23125 - Cable Splicer | 37.19 |
| 23130 - Carpenter Maintenance | 26.83 |
| 23140 - Carpet Layer | 25.85 |
| 23160 - Electrician Maintenance | 30.50 |
| 23181 - Electronics Technician Maintenance I | 27.54 |
| 23182 - Electronics Technician Maintenance II | 28.85 |
| 23183 - Electronics Technician Maintenance III | 30.22 |
| 23260 - Fabric Worker | 24.56 |
| 23290 - Fire Alarm System Mechanic | 24.52 |
| 23310 - Fire Extinguisher Repairer | 23.11 |
| 23311 - Fuel Distribution System Mechanic | 36.16 |
| 23312 - Fuel Distribution System Operator | 29.26 |
| 23370 - General Maintenance Worker | 19.81 |
| 23380 - Ground Support Equipment Mechanic | 33.74 |
| 23381 - Ground Support Equipment Servicer | 29.02 |
| 23382 - Ground Support Equipment Worker | 30.75 |
| 23391 - Gunsmith I | 23.11 |
| 23392 - Gunsmith II | 26.03 |
| 23393 - Gunsmith III | 28.56 |
| 23410 - Heating Ventilation And Air-Conditioning Mechanic | 25.82 |
| 23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) | 26.91 |
| 23430 - Heavy Equipment Mechanic | 29.20 |
| 23440 - Heavy Equipment Operator | 32.86 |
| 23460 - Instrument Mechanic | 30.09 |
| 23465 - Laboratory/Shelter Mechanic | 27.26 |
| 23470 - Laborer | 14.93*** |
| 23510 - Locksmith | 20.60 |
| 23530 - Machinery Maintenance Mechanic | 26.87 |
| 23550 - Machinist Maintenance | 21.77 |
| 23580 - Maintenance Trades Helper | 17.59 |
| 23591 - Metrology Technician I | 30.09 |
| 23592 - Metrology Technician II | 31.37 |
| 23593 - Metrology Technician III | 32.54 |
| 23640 - Millwright | 33.74 |
| 23710 - Office Appliance Repairer | 21.04 |
| 23760 - Painter Maintenance | 21.74 |
| 23790 - Pipefitter Maintenance | 32.98 |
| 23810 - Plumber Maintenance | 31.49 |
| 23820 - Pneudraulic Systems Mechanic | 28.56 |
| 23850 - Rigger | 28.56 |
| 23870 - Scale Mechanic | 26.03 |
| 23890 - Sheet-Metal Worker Maintenance | 31.32 |
| 23910 - Small Engine Mechanic | 20.81 |
| 23931 - Telecommunications Mechanic I | 27.63 |
| 23932 - Telecommunications Mechanic II | 28.81 |
| 23950 - Telephone Lineman | 24.10 |
| 23960 - Welder Combination Maintenance | 19.81 |
| 23965 - Well Driller | 28.56 |
| 23970 - Woodcraft Worker | 28.56 |
| 23980 - Woodworker | 23.11 |
| 24000 - Personal Needs Occupations | |
| 24550 - Case Manager | 18.03 |
| 24570 - Child Care Attendant | 12.25*** |
| 24580 - Child Care Center Clerk | 15.29 |
| 24610 - Chore Aide | 11.23*** |
| 24620 - Family Readiness And Support Services Coordinator | 18.03 |
| 24630 - Homemaker | 18.03 |

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| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 30.98 |
| 25040 - Sewage Plant Operator | 26.41 |
| 25070 - Stationary Engineer | 30.98 |
| 25190 - Ventilation Equipment Tender | 23.43 |
| 25210 - Water Treatment Plant Operator | 26.41 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 24.41 |
| 27007 - Baggage Inspector | 13.65*** |
| 27008 - Corrections Officer | 22.76 |
| 27010 - Court Security Officer | 25.30 |
| 27030 - Detection Dog Handler | 16.31 |
| 27040 - Detention Officer | 22.76 |
| 27070 - Firefighter | 27.86 |
| 27101 - Guard I | 13.65*** |
| 27102 - Guard II | 16.31 |
| 27131 - Police Officer I | 27.50 |
| 27132 - Police Officer II | 30.57 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 12.39*** |
| 28042 - Carnival Equipment Repairer | 13.25*** |
| 28043 - Carnival Worker | 9.69*** |
| 28210 - Gate Attendant/Gate Tender | 16.44 |
| 28310 - Lifeguard | 11.34*** |
| 28350 - Park Attendant (Aide) | 18.38 |
| 28510 - Recreation Aide/Health Facility Attendant | 13.41*** |
| 28515 - Recreation Specialist | 22.77 |
| 28630 - Sports Official | 14.63*** |
| 28690 - Swimming Pool Operator | 18.62 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 23.14 |
| 29020 - Hatch Tender | 23.14 |
| 29030 - Line Handler | 23.14 |
| 29041 - Stevedore I | 21.84 |
| 29042 - Stevedore II | 24.24 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist Center (HFO) (see 2) | 41.98 |
| 30011 - Air Traffic Control Specialist Station (HFO) (see 2) | 28.95 |
| 30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) | 31.88 |
| 30021 - Archeological Technician I | 18.50 |
| 30022 - Archeological Technician II | 20.69 |
| 30023 - Archeological Technician III | 25.63 |
| 30030 - Cartographic Technician | 25.63 |
| 30040 - Civil Engineering Technician | 29.20 |
| 30051 - Cryogenic Technician I | 28.40 |
| 30052 - Cryogenic Technician II | 31.36 |
| 30061 - Drafter/CAD Operator I | 18.50 |
| 30062 - Drafter/CAD Operator II | 20.69 |
| 30063 - Drafter/CAD Operator III | 23.07 |
| 30064 - Drafter/CAD Operator IV | 28.40 |
| 30081 - Engineering Technician I | 16.70 |
| 30082 - Engineering Technician II | 18.75 |
| 30083 - Engineering Technician III | 20.98 |
| 30084 - Engineering Technician IV | 25.99 |
| 30085 - Engineering Technician V | 31.78 |
| 30086 - Engineering Technician VI | 38.46 |
| 30090 - Environmental Technician | 24.72 |
| 30095 - Evidence Control Specialist | 25.63 |
| 30210 - Laboratory Technician | 25.09 |
| 30221 - Latent Fingerprint Technician I | 26.95 |
| 30222 - Latent Fingerprint Technician II | 29.77 |
| 30240 - Mathematical Technician | 30.64 |
| 30361 - Paralegal/Legal Assistant I | 18.72 |
| 30362 - Paralegal/Legal Assistant II | 23.34 |
| 30363 - Paralegal/Legal Assistant III | 30.33 |

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| 30364 - Paralegal/Legal Assistant IV | 36.70 |
| 30375 - Petroleum Supply Specialist | 31.36 |
| 30390 - Photo-Optics Technician | 25.63 |
| 30395 - Radiation Control Technician | 31.36 |
| 30461 - Technical Writer I | 30.39 |
| 30462 - Technical Writer II | 31.61 |
| 30463 - Technical Writer III | 33.66 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 26.68 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 32.28 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 38.69 |
| 30494 - Unexploded (UXO) Safety Escort | 26.68 |
| 30495 - Unexploded (UXO) Sweep Personnel | 26.68 |
| 30501 - Weather Forecaster I | 28.40 |
| 30502 - Weather Forecaster II | 34.54 |
| 30620 - Weather Observer Combined Upper Air Or | (see 2) 23.15 |
| Surface Programs | |
| 30621 - Weather Observer Senior | (see 2) 25.63 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31010 - Airplane Pilot | 32.28 |
| 31020 - Bus Aide | 18.39 |
| 31030 - Bus Driver | 24.52 |
| 31043 - Driver Courier | 16.21 |
| 31260 - Parking and Lot Attendant | 10.86*** |
| 31290 - Shuttle Bus Driver | 16.42 |
| 31310 - Taxi Driver | 12.67*** |
| 31361 - Truckdriver Light | 17.34 |
| 31362 - Truckdriver Medium | 19.05 |
| 31363 - Truckdriver Heavy | 23.70 |
| 31364 - Truckdriver Tractor-Trailer | 23.70 |
| 99000 - Miscellaneous Occupations | |
| 99020 - Cabin Safety Specialist | 15.74 |
| 99030 - Cashier | 11.18*** |
| 99050 - Desk Clerk | 11.52*** |
| 99095 - Embalmer | 33.31 |
| 99130 - Flight Follower | 26.68 |
| 99251 - Laboratory Animal Caretaker I | 13.40*** |
| 99252 - Laboratory Animal Caretaker II | 14.33*** |
| 99260 - Marketing Analyst | 30.16 |
| 99310 - Mortician | 33.31 |
| 99410 - Pest Controller | 17.63 |
| 99510 - Photofinishing Worker | 16.37 |
| 99710 - Recycling Laborer | 23.87 |
| 99711 - Recycling Specialist | 27.97 |
| 99730 - Refuse Collector | 21.88 |
| 99810 - Sales Clerk | 12.24*** |
| 99820 - School Crossing Guard | 15.26 |
| 99830 - Survey Party Chief | 29.50 |
| 99831 - Surveying Aide | 16.83 |
| 99832 - Surveying Technician | 25.27 |
| 99840 - Vending Machine Attendant | 13.42*** |
| 99841 - Vending Machine Repairer | 15.94 |
| 99842 - Vending Machine Repairer Helper | 13.42*** |

***Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 (\$15.00 per hour) or 13658 (\$11.25 per hour). Please see the Note at the top of the wage determination for more information. Please also note that the minimum wage requirements of Executive Order 14026 and 13658 are not currently being enforced as to contracts or contract-like instruments entered into with the federal government in connection with seasonal recreational services or seasonal recreational equipment rental for the general public on federal lands.

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.60 per hour up to 40 hours per week or \$184.00 per week or \$797.33 per month

HEALTH & WELFARE EO 13706: \$4.23 per hour up to 40 hours per week or \$169.20 per week or \$733.20 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 5 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Juneteenth National Independence Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than \$27.63 (or on a salary or fee basis at a rate not less than \$455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541.400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds \$27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees

who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

**** HAZARDOUS PAY DIFFERENTIAL ****

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary

affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However in those instances where the uniforms furnished are made of "wash and wear" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

**** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS ****

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

**** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) ****

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR 4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).
- 4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

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| "REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor | U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210 Wage Determination No.: 2015-4741 Revision No.: 16 Date Of Last Revision: 03/15/2022 |
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Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

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| If the contract is entered into on or after January 30 2022 or the contract is renewed or extended (e.g. an option is exercised) on or after January 30 2022: | With certain exceptions Executive Order 14026 applies to the contract. The contractor must pay all covered workers at least \$15.00 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in 2022. |
| If the contract was awarded on or between January 1 2015 and January 29 2022 and the contract is not renewed or extended on or after January 30 2022: | With certain exceptions Executive Order 13658 applies to the contract. The contractor must pay all covered workers at least \$11.25 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in 2022. |

The applicable Executive Order minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the Executive Orders is available at <https://www.dol.gov/agencies/whd/government-contracts>.

State: Ohio

Area: Ohio Counties of Fulton Lucas Wood

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|----------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 15.12 |
| 01012 - Accounting Clerk II | | 16.98 |
| 01013 - Accounting Clerk III | | 18.99 |
| 01020 - Administrative Assistant | | 27.11 |
| 01035 - Court Reporter | | 27.57 |
| 01041 - Customer Service Representative I | | 13.63*** |
| 01042 - Customer Service Representative II | | 14.88*** |
| 01043 - Customer Service Representative III | | 16.71 |
| 01051 - Data Entry Operator I | | 15.25 |
| 01052 - Data Entry Operator II | | 16.64 |
| 01060 - Dispatcher Motor Vehicle | | 18.33 |
| 01070 - Document Preparation Clerk | | 16.22 |
| 01090 - Duplicating Machine Operator | | 16.22 |
| 01111 - General Clerk I | | 13.66*** |
| 01112 - General Clerk II | | 14.91*** |
| 01113 - General Clerk III | | 16.75 |

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| 01120 - Housing Referral Assistant | 19.84 |
| 01141 - Messenger Courier | 13.85*** |
| 01191 - Order Clerk I | 13.68*** |
| 01192 - Order Clerk II | 14.93*** |
| 01261 - Personnel Assistant (Employment) I | 16.54 |
| 01262 - Personnel Assistant (Employment) II | 18.51 |
| 01263 - Personnel Assistant (Employment) III | 20.63 |
| 01270 - Production Control Clerk | 23.04 |
| 01290 - Rental Clerk | 10.82*** |
| 01300 - Scheduler Maintenance | 15.92 |
| 01311 - Secretary I | 15.92 |
| 01312 - Secretary II | 17.80 |
| 01313 - Secretary III | 19.84 |
| 01320 - Service Order Dispatcher | 16.38 |
| 01410 - Supply Technician | 27.11 |
| 01420 - Survey Worker | 15.51 |
| 01460 - Switchboard Operator/Receptionist | 14.13*** |
| 01531 - Travel Clerk I | 15.16 |
| 01532 - Travel Clerk II | 16.47 |
| 01533 - Travel Clerk III | 17.83 |
| 01611 - Word Processor I | 15.52 |
| 01612 - Word Processor II | 17.42 |
| 01613 - Word Processor III | 19.49 |
| 05000 - Automotive Service Occupations | |
| 05005 - Automobile Body Repairer Fiberglass | 19.15 |
| 05010 - Automotive Electrician | 20.16 |
| 05040 - Automotive Glass Installer | 19.49 |
| 05070 - Automotive Worker | 19.49 |
| 05110 - Mobile Equipment Servicer | 17.79 |
| 05130 - Motor Equipment Metal Mechanic | 21.21 |
| 05160 - Motor Equipment Metal Worker | 19.75 |
| 05190 - Motor Vehicle Mechanic | 20.76 |
| 05220 - Motor Vehicle Mechanic Helper | 16.68 |
| 05250 - Motor Vehicle Upholstery Worker | 19.09 |
| 05280 - Motor Vehicle Wrecker | 20.36 |
| 05310 - Painter Automotive | 20.16 |
| 05340 - Radiator Repair Specialist | 19.75 |
| 05370 - Tire Repairer | 17.79 |
| 05400 - Transmission Repair Specialist | 21.07 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 11.70*** |
| 07041 - Cook I | 13.87*** |
| 07042 - Cook II | 15.20 |
| 07070 - Dishwasher | 10.25*** |
| 07130 - Food Service Worker | 11.20*** |
| 07210 - Meat Cutter | 17.26 |
| 07260 - Waiter/Waitress | 9.52*** |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 19.45 |
| 09040 - Furniture Handler | 15.55 |
| 09080 - Furniture Refinisher | 19.45 |
| 09090 - Furniture Refinisher Helper | 16.96 |
| 09110 - Furniture Repairer Minor | 18.18 |
| 09130 - Upholsterer | 20.56 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner Vehicles | 11.95*** |
| 11060 - Elevator Operator | 12.91*** |
| 11090 - Gardener | 18.16 |
| 11122 - Housekeeping Aide | 12.91*** |
| 11150 - Janitor | 12.91*** |
| 11210 - Laborer Grounds Maintenance | 14.77*** |
| 11240 - Maid or Houseman | 11.09*** |
| 11260 - Pruner | 13.63*** |
| 11270 - Tractor Operator | 17.03 |
| 11330 - Trail Maintenance Worker | 14.77*** |

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| 11360 - Window Cleaner | 13.99*** |
| 12000 - Health Occupations | |
| 12010 Ambulance Driver | 16.98 |
| 12011 - Breath Alcohol Technician | 20.25 |
| 12012 - Certified Occupational Therapist Assistant | 28.26 |
| 12015 - Certified Physical Therapist Assistant | 27.81 |
| 12020 Dental Assistant | 17.66 |
| 12025 - Dental Hygienist | 31.44 |
| 12030 - EKG Technician | 28.32 |
| 12035 - Electroneurodiagnostic Technologist | 28.32 |
| 12040 Emergency Medical Technician | 16.98 |
| 12071 - Licensed Practical Nurse I | 18.11 |
| 12072 - Licensed Practical Nurse II | 20.25 |
| 12073 - Licensed Practical Nurse III | 22.57 |
| 12100 Medical Assistant | 15.51 |
| 12130 - Medical Laboratory Technician | 27.03 |
| 12160 - Medical Record Clerk | 18.37 |
| 12190 - Medical Record Technician | 20.54 |
| 12195 Medical Transcriptionist | 18.46 |
| 12210 - Nuclear Medicine Technologist | 34.68 |
| 12221 - Nursing Assistant I | 11.65*** |
| 12222 - Nursing Assistant II | 13.10*** |
| 12223 Nursing Assistant III | 14.29*** |
| 12224 - Nursing Assistant IV | 16.04 |
| 12235 - Optical Dispenser | 21.47 |
| 12236 - Optical Technician | 18.11 |
| 12250 Pharmacy Technician | 14.88*** |
| 12280 - Phlebotomist | 17.56 |
| 12305 - Radiologic Technologist | 28.45 |
| 12311 - Registered Nurse I | 21.83 |
| 12312 Registered Nurse II | 26.70 |
| 12313 - Registered Nurse II Specialist | 26.70 |
| 12314 - Registered Nurse III | 32.30 |
| 12315 - Registered Nurse III Anesthetist | 32.30 |
| 12316 Registered Nurse IV | 38.71 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 25.08 |
| 12320 - Substance Abuse Treatment Counselor | 22.09 |
| 13000 - Information And Arts Occupations | |
| 13011 Exhibits Specialist I | 20.83 |
| 13012 - Exhibits Specialist II | 25.80 |
| 13013 - Exhibits Specialist III | 31.56 |
| 13041 - Illustrator I | 20.83 |
| 13042 Illustrator II | 25.80 |
| 13043 - Illustrator III | 31.56 |
| 13047 - Librarian | 28.58 |
| 13050 - Library Aide/Clerk | 15.13 |
| 13054 Library Information Technology Systems Administrator | 25.80 |
| 13058 - Library Technician | 18.70 |
| 13061 - Media Specialist I | 18.62 |
| 13062 Media Specialist II | 20.83 |
| 13063 - Media Specialist III | 23.21 |
| 13071 - Photographer I | 15.63 |
| 13072 - Photographer II | 17.48 |
| 13073 Photographer III | 22.08 |
| 13074 - Photographer IV | 26.49 |
| 13075 - Photographer V | 32.06 |
| 13090 - Technical Order Library Clerk | 19.04 |
| 13110 Video Teleconference Technician | 19.85 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 17.23 |
| 14042 - Computer Operator II | 19.27 |
| 14043 Computer Operator III | 21.67 |
| 14044 - Computer Operator IV | 25.22 |
| 14045 - Computer Operator V | 26.63 |

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| 14071 - Computer Programmer I | (see 1) | 20.19 |
| 14072 - Computer Programmer II | (see 1) | 26.06 |
| 14073 - Computer Programmer III | (see 1) | |
| 14074 - Computer Programmer IV | (see 1) | |
| 14101 - Computer Systems Analyst I | (see 1) | |
| 14102 - Computer Systems Analyst II | (see 1) | |
| 14103 - Computer Systems Analyst III | (see 1) | |
| 14150 - Peripheral Equipment Operator | | 17.23 |
| 14160 - Personal Computer Support Technician | | 27.66 |
| 14170 - System Support Specialist | | 28.32 |
| 15000 - Instructional Occupations | | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | | 30.49 |
| 15020 - Aircrew Training Devices Instructor (Rated) | | 36.90 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | | 44.22 |
| 15050 - Computer Based Training Specialist / Instructor | | 30.49 |
| 15060 - Educational Technologist | | 27.95 |
| 15070 - Flight Instructor (Pilot) | | 44.22 |
| 15080 - Graphic Artist | | 21.28 |
| 15085 - Maintenance Test Pilot Fixed Jet/Prop | | 44.22 |
| 15086 - Maintenance Test Pilot Rotary Wing | | 44.22 |
| 15088 - Non-Maintenance Test/Co-Pilot | | 44.22 |
| 15090 - Technical Instructor | | 22.48 |
| 15095 - Technical Instructor/Course Developer | | 27.50 |
| 15110 - Test Proctor | | 18.15 |
| 15120 - Tutor | | 18.15 |
| 16000 - Laundry Dry-Cleaning Pressing And Related Occupations | | |
| 16010 - Assembler | | 11.37*** |
| 16030 - Counter Attendant | | 11.37*** |
| 16040 - Dry Cleaner | | 14.94*** |
| 16070 - Finisher Flatwork Machine | | 11.37*** |
| 16090 - Presser Hand | | 11.37*** |
| 16110 - Presser Machine Drycleaning | | 11.37*** |
| 16130 - Presser Machine Shirts | | 11.37*** |
| 16160 - Presser Machine Wearing Apparel Laundry | | 11.37*** |
| 16190 - Sewing Machine Operator | | 16.20 |
| 16220 - Tailor | | 17.42 |
| 16250 - Washer Machine | | 12.60*** |
| 19000 - Machine Tool Operation And Repair Occupations | | |
| 19010 - Machine-Tool Operator (Tool Room) | | 25.88 |
| 19040 - Tool And Die Maker | | 29.71 |
| 21000 - Materials Handling And Packing Occupations | | |
| 21020 - Forklift Operator | | 18.24 |
| 21030 - Material Coordinator | | 23.04 |
| 21040 - Material Expediter | | 23.04 |
| 21050 - Material Handling Laborer | | 17.63 |
| 21071 - Order Filler | | 13.13*** |
| 21080 - Production Line Worker (Food Processing) | | 18.24 |
| 21110 - Shipping Packer | | 17.67 |
| 21130 - Shipping/Receiving Clerk | | 17.67 |
| 21140 - Store Worker I | | 18.74 |
| 21150 - Stock Clerk | | 23.83 |
| 21210 - Tools And Parts Attendant | | 18.24 |
| 21410 - Warehouse Specialist | | 18.24 |
| 23000 - Mechanics And Maintenance And Repair Occupations | | |
| 23010 - Aerospace Structural Welder | | 35.20 |
| 23019 - Aircraft Logs and Records Technician | | 30.03 |
| 23021 - Aircraft Mechanic I | | 34.07 |
| 23022 - Aircraft Mechanic II | | 35.20 |
| 23023 - Aircraft Mechanic III | | 36.55 |
| 23040 - Aircraft Mechanic Helper | | 26.79 |
| 23050 - Aircraft Painter | | 32.38 |
| 23060 - Aircraft Servicer | | 30.03 |
| 23070 - Aircraft Survival Flight Equipment Technician | | 32.38 |
| 23080 - Aircraft Worker | | 31.31 |
| 23091 - Aircrew Life Support Equipment (ALSE) Mechanic | | 31.31 |

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| I | |
| 23092 - Aircrew Life Support Equipment (ALSE) Mechanic | 34.07 |
| II | |
| 23110 - Appliance Mechanic | 22.65 |
| 23120 - Bicycle Repairer | 24.43 |
| 23125 - Cable Splicer | 37.65 |
| 23130 - Carpenter Maintenance | 27.21 |
| 23140 - Carpet Layer | 26.97 |
| 23160 - Electrician Maintenance | 34.90 |
| 23181 - Electronics Technician Maintenance I | 33.29 |
| 23182 - Electronics Technician Maintenance II | 34.43 |
| 23183 - Electronics Technician Maintenance III | 36.23 |
| 23260 - Fabric Worker | 25.68 |
| 23290 - Fire Alarm System Mechanic | 24.06 |
| 23310 - Fire Extinguisher Repairer | 24.43 |
| 23311 - Fuel Distribution System Mechanic | 36.24 |
| 23312 - Fuel Distribution System Operator | 30.39 |
| 23370 - General Maintenance Worker | 20.11 |
| 23380 - Ground Support Equipment Mechanic | 34.07 |
| 23381 - Ground Support Equipment Servicer | 30.03 |
| 23382 - Ground Support Equipment Worker | 31.31 |
| 23391 - Gunsmith I | 24.43 |
| 23392 - Gunsmith II | 26.77 |
| 23393 - Gunsmith III | 29.13 |
| 23410 - Heating Ventilation And Air-Conditioning Mechanic | 25.73 |
| 23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) | 26.59 |
| 23430 - Heavy Equipment Mechanic | 28.83 |
| 23440 - Heavy Equipment Operator | 32.11 |
| 23460 - Instrument Mechanic | 29.13 |
| 23465 - Laboratory/Shelter Mechanic | 27.69 |
| 23470 - Laborer | 18.30 |
| 23510 - Locksmith | 27.69 |
| 23530 - Machinery Maintenance Mechanic | 30.09 |
| 23550 - Machinist Maintenance | 26.89 |
| 23580 - Maintenance Trades Helper | 16.96 |
| 23591 - Metrology Technician I | 29.13 |
| 23592 - Metrology Technician II | 30.10 |
| 23593 - Metrology Technician III | 31.25 |
| 23640 - Millwright | 32.42 |
| 23710 - Office Appliance Repairer | 21.65 |
| 23760 - Painter Maintenance | 22.17 |
| 23790 - Pipefitter Maintenance | 36.90 |
| 23810 - Plumber Maintenance | 34.58 |
| 23820 - Pneudraulic Systems Mechanic | 29.13 |
| 23850 - Rigger | 29.13 |
| 23870 - Scale Mechanic | 26.77 |
| 23890 - Sheet-Metal Worker Maintenance | 34.50 |
| 23910 - Small Engine Mechanic | 18.81 |
| 23931 - Telecommunications Mechanic I | 26.19 |
| 23932 - Telecommunications Mechanic II | 27.06 |
| 23950 - Telephone Lineman | 24.18 |
| 23960 - Welder Combination Maintenance | 20.01 |
| 23965 - Well Driller | 29.13 |
| 23970 - Woodcraft Worker | 29.13 |
| 23980 - Woodworker | 24.43 |
| 24000 - Personal Needs Occupations | |
| 24550 - Case Manager | 18.23 |
| 24570 - Child Care Attendant | 11.46*** |
| 24580 - Child Care Center Clerk | 14.28*** |
| 24610 - Chore Aide | 11.47*** |
| 24620 - Family Readiness And Support Services Coordinator | 18.23 |
| 24630 - Homemaker | 18.23 |

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| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 31.47 |
| 25040 - Sewage Plant Operator | 24.74 |
| 25070 - Stationary Engineer | 31.47 |
| 25190 - Ventilation Equipment Tender | 24.75 |
| 25210 - Water Treatment Plant Operator | 24.74 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 24.61 |
| 27007 - Baggage Inspector | 12.56*** |
| 27008 - Corrections Officer | 23.23 |
| 27010 - Court Security Officer | 25.44 |
| 27030 - Detection Dog Handler | 16.27 |
| 27040 - Detention Officer | 23.23 |
| 27070 - Firefighter | 27.65 |
| 27101 - Guard I | 12.56*** |
| 27102 - Guard II | 16.27 |
| 27131 - Police Officer I | 28.13 |
| 27132 - Police Officer II | 31.26 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 12.35*** |
| 28042 - Carnival Equipment Repairer | 13.17*** |
| 28043 - Carnival Worker | 10.08*** |
| 28210 - Gate Attendant/Gate Tender | 15.42 |
| 28310 - Lifeguard | 11.90*** |
| 28350 - Park Attendant (Aide) | 17.26 |
| 28510 - Recreation Aide/Health Facility Attendant | 12.58*** |
| 28515 - Recreation Specialist | 21.36 |
| 28630 - Sports Official | 13.74*** |
| 28690 - Swimming Pool Operator | 16.62 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 24.65 |
| 29020 - Hatch Tender | 24.65 |
| 29030 - Line Handler | 24.65 |
| 29041 - Stevedore I | 23.64 |
| 29042 - Stevedore II | 25.66 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist Center (HFO) (see 2) | 40.29 |
| 30011 - Air Traffic Control Specialist Station (HFO) (see 2) | 27.78 |
| 30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) | 30.59 |
| 30021 - Archeological Technician I | 17.40 |
| 30022 - Archeological Technician II | 19.46 |
| 30023 - Archeological Technician III | 24.11 |
| 30030 - Cartographic Technician | 24.11 |
| 30040 - Civil Engineering Technician | 26.38 |
| 30051 - Cryogenic Technician I | 26.70 |
| 30052 - Cryogenic Technician II | 29.49 |
| 30061 - Drafter/CAD Operator I | 17.40 |
| 30062 - Drafter/CAD Operator II | 19.46 |
| 30063 - Drafter/CAD Operator III | 21.69 |
| 30064 - Drafter/CAD Operator IV | 26.70 |
| 30081 - Engineering Technician I | 16.55 |
| 30082 - Engineering Technician II | 18.58 |
| 30083 - Engineering Technician III | 20.79 |
| 30084 - Engineering Technician IV | 25.75 |
| 30085 - Engineering Technician V | 31.50 |
| 30086 - Engineering Technician VI | 38.12 |
| 30090 - Environmental Technician | 19.26 |
| 30095 - Evidence Control Specialist | 24.11 |
| 30210 - Laboratory Technician | 25.61 |
| 30221 - Latent Fingerprint Technician I | 32.56 |
| 30222 - Latent Fingerprint Technician II | 35.96 |
| 30240 - Mathematical Technician | 23.79 |
| 30361 - Paralegal/Legal Assistant I | 20.21 |
| 30362 - Paralegal/Legal Assistant II | 25.04 |
| 30363 - Paralegal/Legal Assistant III | 30.63 |

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| 30364 - Paralegal/Legal Assistant IV | 37.06 |
| 30375 - Petroleum Supply Specialist | 29.49 |
| 30390 - Photo-Optics Technician | 24.11 |
| 30395 - Radiation Control Technician | 29.49 |
| 30461 - Technical Writer I | 22.52 |
| 30462 - Technical Writer II | 27.53 |
| 30463 - Technical Writer III | 33.32 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 25.60 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 30.98 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 37.13 |
| 30494 - Unexploded (UXO) Safety Escort | 25.60 |
| 30495 - Unexploded (UXO) Sweep Personnel | 25.60 |
| 30501 - Weather Forecaster I | 26.70 |
| 30502 - Weather Forecaster II | 32.48 |
| 30620 - Weather Observer Combined Upper Air Or | (see 2) 21.69 |
| Surface Programs | |
| 30621 - Weather Observer Senior | (see 2) 24.11 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31010 - Airplane Pilot | 30.98 |
| 31020 - Bus Aide | 16.94 |
| 31030 - Bus Driver | 22.02 |
| 31043 - Driver Courier | 16.09 |
| 31260 - Parking and Lot Attendant | 11.20*** |
| 31290 - Shuttle Bus Driver | 15.60 |
| 31310 - Taxi Driver | 11.94*** |
| 31361 - Truckdriver Light | 17.16 |
| 31362 - Truckdriver Medium | 18.98 |
| 31363 - Truckdriver Heavy | 22.52 |
| 31364 - Truckdriver Tractor-Trailer | 22.52 |
| 99000 - Miscellaneous Occupations | |
| 99020 - Cabin Safety Specialist | 15.10 |
| 99030 - Cashier | 10.73*** |
| 99050 - Desk Clerk | 10.38*** |
| 99095 - Embalmer | 31.34 |
| 99130 - Flight Follower | 25.60 |
| 99251 - Laboratory Animal Caretaker I | 13.75*** |
| 99252 - Laboratory Animal Caretaker II | 14.66*** |
| 99260 - Marketing Analyst | 28.09 |
| 99310 - Mortician | 31.34 |
| 99410 - Pest Controller | 22.91 |
| 99510 - Photofinishing Worker | 13.77*** |
| 99710 - Recycling Laborer | 21.23 |
| 99711 - Recycling Specialist | 24.48 |
| 99730 - Refuse Collector | 19.59 |
| 99810 - Sales Clerk | 13.36*** |
| 99820 - School Crossing Guard | 14.29*** |
| 99830 - Survey Party Chief | 20.20 |
| 99831 - Surveying Aide | 13.72*** |
| 99832 - Surveying Technician | 19.73 |
| 99840 - Vending Machine Attendant | 16.62 |
| 99841 - Vending Machine Repairer | 19.41 |
| 99842 - Vending Machine Repairer Helper | 16.62 |

***Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 (\$15.00 per hour) or 13658 (\$11.25 per hour). Please see the Note at the top of the wage determination for more information. Please also note that the minimum wage requirements of Executive Order 14026 and 13658 are not currently being enforced as to contracts or contract-like instruments entered into with the federal government in connection with seasonal recreational services or seasonal recreational equipment rental for the general public on federal lands.

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.60 per hour up to 40 hours per week or \$184.00 per week or \$797.33 per month

HEALTH & WELFARE EO 13706: \$4.23 per hour up to 40 hours per week or \$169.20 per week or \$733.20 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 8 years 4 weeks after 15 years and 5 weeks after 25 years.

Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of twelve paid holidays per year: New Year's Day Martin Luther King Jr's Birthday Washington's Birthday Good Friday Memorial Day Juneteenth National Independence Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than \$27.63 (or on a salary or fee basis at a rate not less than \$455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541.400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds \$27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees

who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

**** HAZARDOUS PAY DIFFERENTIAL ****

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary

affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However in those instances where the uniforms furnished are made of "wash and wear" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

**** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS ****

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

**** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) ****

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR 4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).
- 4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

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| "REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor | U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210 Wage Determination No.: 2015-4731 Revision No.: 16 Date Of Last Revision: 03/15/2022 |
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Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

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| If the contract is entered into on or after January 30 2022 or the contract is renewed or extended (e.g. an option is exercised) on or after January 30 2022: | With certain exceptions Executive Order 14026 applies to the contract. The contractor must pay all covered workers at least \$15.00 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in 2022. |
| If the contract was awarded on or between January 1 2015 and January 29 2022 and the contract is not renewed or extended on or after January 30 2022: | With certain exceptions Executive Order 13658 applies to the contract. The contractor must pay all covered workers at least \$11.25 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in 2022. |

The applicable Executive Order minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the Executive Orders is available at <https://www.dol.gov/agencies/whd/government-contracts>.

State: Ohio

Area: Ohio Counties of Greene Miami Montgomery

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|----------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 16.20 |
| 01012 - Accounting Clerk II | | 18.20 |
| 01013 - Accounting Clerk III | | 20.35 |
| 01020 - Administrative Assistant | | 25.70 |
| 01035 - Court Reporter | | 25.74 |
| 01041 - Customer Service Representative I | | 14.76*** |
| 01042 - Customer Service Representative II | | 16.11 |
| 01043 - Customer Service Representative III | | 18.08 |
| 01051 - Data Entry Operator I | | 14.14*** |
| 01052 - Data Entry Operator II | | 15.43 |
| 01060 - Dispatcher Motor Vehicle | | 21.03 |
| 01070 - Document Preparation Clerk | | 16.93 |
| 01090 - Duplicating Machine Operator | | 16.93 |
| 01111 - General Clerk I | | 13.93*** |
| 01112 - General Clerk II | | 15.20 |
| 01113 - General Clerk III | | 17.07 |

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| 01120 - Housing Referral Assistant | 20.69 |
| 01141 - Messenger Courier | 14.97*** |
| 01191 - Order Clerk I | 17.67 |
| 01192 - Order Clerk II | 19.28 |
| 01261 - Personnel Assistant (Employment) I | 17.25 |
| 01262 - Personnel Assistant (Employment) II | 19.29 |
| 01263 - Personnel Assistant (Employment) III | 21.52 |
| 01270 - Production Control Clerk | 22.53 |
| 01290 - Rental Clerk | 14.69*** |
| 01300 - Scheduler Maintenance | 16.59 |
| 01311 - Secretary I | 16.59 |
| 01312 - Secretary II | 18.57 |
| 01313 - Secretary III | 20.69 |
| 01320 - Service Order Dispatcher | 18.80 |
| 01410 - Supply Technician | 25.70 |
| 01420 - Survey Worker | 17.54 |
| 01460 - Switchboard Operator/Receptionist | 14.26*** |
| 01531 - Travel Clerk I | 16.24 |
| 01532 - Travel Clerk II | 17.32 |
| 01533 - Travel Clerk III | 18.37 |
| 01611 - Word Processor I | 17.67 |
| 01612 - Word Processor II | 19.84 |
| 01613 - Word Processor III | 22.19 |
| 05000 - Automotive Service Occupations | |
| 05005 - Automobile Body Repairer Fiberglass | 20.88 |
| 05010 - Automotive Electrician | 20.69 |
| 05040 - Automotive Glass Installer | 19.88 |
| 05070 - Automotive Worker | 19.88 |
| 05110 - Mobile Equipment Servicer | 18.30 |
| 05130 - Motor Equipment Metal Mechanic | 19.53 |
| 05160 - Motor Equipment Metal Worker | 19.88 |
| 05190 - Motor Vehicle Mechanic | 18.60 |
| 05220 - Motor Vehicle Mechanic Helper | 17.51 |
| 05250 - Motor Vehicle Upholstery Worker | 19.10 |
| 05280 - Motor Vehicle Wrecker | 19.88 |
| 05310 - Painter Automotive | 20.69 |
| 05340 - Radiator Repair Specialist | 19.88 |
| 05370 - Tire Repairer | 15.24 |
| 05400 - Transmission Repair Specialist | 19.53 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 12.54*** |
| 07041 - Cook I | 13.61*** |
| 07042 - Cook II | 15.17 |
| 07070 - Dishwasher | 10.60*** |
| 07130 - Food Service Worker | 11.15*** |
| 07210 - Meat Cutter | 17.53 |
| 07260 - Waiter/Waitress | 9.92*** |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 20.32 |
| 09040 - Furniture Handler | 14.26*** |
| 09080 - Furniture Refinisher | 20.32 |
| 09090 - Furniture Refinisher Helper | 16.36 |
| 09110 - Furniture Repairer Minor | 18.46 |
| 09130 - Upholsterer | 20.32 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner Vehicles | 12.45*** |
| 11060 - Elevator Operator | 14.76*** |
| 11090 - Gardener | 17.64 |
| 11122 - Housekeeping Aide | 14.76*** |
| 11150 - Janitor | 14.76*** |
| 11210 - Laborer Grounds Maintenance | 14.45*** |
| 11240 - Maid or Houseman | 11.51*** |
| 11260 - Pruner | 13.74*** |
| 11270 - Tractor Operator | 16.59 |
| 11330 - Trail Maintenance Worker | 14.45*** |

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| 11360 - Window Cleaner | 15.54 |
| 12000 - Health Occupations | |
| 12010 Ambulance Driver | 16.51 |
| 12011 - Breath Alcohol Technician | 20.17 |
| 12012 - Certified Occupational Therapist Assistant | 31.42 |
| 12015 - Certified Physical Therapist Assistant | 32.87 |
| 12020 Dental Assistant | 20.59 |
| 12025 - Dental Hygienist | 33.98 |
| 12030 - EKG Technician | 30.76 |
| 12035 - Electroneurodiagnostic Technologist | 30.76 |
| 12040 Emergency Medical Technician | 16.51 |
| 12071 - Licensed Practical Nurse I | 18.88 |
| 12072 - Licensed Practical Nurse II | 21.13 |
| 12073 - Licensed Practical Nurse III | 23.56 |
| 12100 Medical Assistant | 16.46 |
| 12130 - Medical Laboratory Technician | 23.74 |
| 12160 - Medical Record Clerk | 18.34 |
| 12190 - Medical Record Technician | 20.51 |
| 12195 Medical Transcriptionist | 21.17 |
| 12210 - Nuclear Medicine Technologist | 35.80 |
| 12221 - Nursing Assistant I | 11.92*** |
| 12222 - Nursing Assistant II | 13.41*** |
| 12223 Nursing Assistant III | 14.63*** |
| 12224 - Nursing Assistant IV | 16.42 |
| 12235 - Optical Dispenser | 21.02 |
| 12236 - Optical Technician | 16.17 |
| 12250 Pharmacy Technician | 16.19 |
| 12280 - Phlebotomist | 16.87 |
| 12305 - Radiologic Technologist | 28.29 |
| 12311 - Registered Nurse I | 23.52 |
| 12312 Registered Nurse II | 28.78 |
| 12313 - Registered Nurse II Specialist | 28.78 |
| 12314 - Registered Nurse III | 34.81 |
| 12315 - Registered Nurse III Anesthetist | 34.81 |
| 12316 Registered Nurse IV | 41.74 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 24.98 |
| 12320 - Substance Abuse Treatment Counselor | 24.19 |
| 13000 - Information And Arts Occupations | |
| 13011 Exhibits Specialist I | 22.17 |
| 13012 - Exhibits Specialist II | 27.46 |
| 13013 - Exhibits Specialist III | 33.58 |
| 13041 - Illustrator I | 22.55 |
| 13042 Illustrator II | 27.93 |
| 13043 - Illustrator III | 34.16 |
| 13047 - Librarian | 28.44 |
| 13050 - Library Aide/Clerk | 12.35*** |
| 13054 Library Information Technology Systems Administrator | 25.68 |
| 13058 - Library Technician | 17.46 |
| 13061 - Media Specialist I | 18.53 |
| 13062 Media Specialist II | 20.73 |
| 13063 - Media Specialist III | 23.11 |
| 13071 - Photographer I | 15.95 |
| 13072 - Photographer II | 17.84 |
| 13073 Photographer III | 22.11 |
| 13074 - Photographer IV | 27.04 |
| 13075 - Photographer V | 32.71 |
| 13090 - Technical Order Library Clerk | 16.08 |
| 13110 Video Teleconference Technician | 20.88 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 19.56 |
| 14042 - Computer Operator II | 21.88 |
| 14043 Computer Operator III | 24.38 |
| 14044 - Computer Operator IV | 27.08 |
| 14045 - Computer Operator V | 30.01 |

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|---|---------|----------|
| 14071 - Computer Programmer I | (see 1) | 25.51 |
| 14072 - Computer Programmer II | (see 1) | |
| 14073 - Computer Programmer III | (see 1) | |
| 14074 - Computer Programmer IV | (see 1) | |
| 14101 - Computer Systems Analyst I | (see 1) | |
| 14102 - Computer Systems Analyst II | (see 1) | |
| 14103 - Computer Systems Analyst III | (see 1) | |
| 14150 - Peripheral Equipment Operator | | 19.56 |
| 14160 - Personal Computer Support Technician | | 27.08 |
| 14170 - System Support Specialist | | 30.92 |
| 15000 - Instructional Occupations | | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | | 30.08 |
| 15020 - Aircrew Training Devices Instructor (Rated) | | 36.39 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | | 42.16 |
| 15050 - Computer Based Training Specialist / Instructor | | 30.08 |
| 15060 - Educational Technologist | | 35.49 |
| 15070 - Flight Instructor (Pilot) | | 42.16 |
| 15080 - Graphic Artist | | 23.71 |
| 15085 - Maintenance Test Pilot Fixed Jet/Prop | | 42.09 |
| 15086 - Maintenance Test Pilot Rotary Wing | | 42.09 |
| 15088 - Non-Maintenance Test/Co-Pilot | | 42.09 |
| 15090 - Technical Instructor | | 22.89 |
| 15095 - Technical Instructor/Course Developer | | 28.01 |
| 15110 - Test Proctor | | 18.49 |
| 15120 - Tutor | | 18.49 |
| 16000 - Laundry Dry-Cleaning Pressing And Related Occupations | | |
| 16010 - Assembler | | 10.58*** |
| 16030 - Counter Attendant | | 10.58*** |
| 16040 - Dry Cleaner | | 13.17*** |
| 16070 - Finisher Flatwork Machine | | 10.58*** |
| 16090 - Presser Hand | | 10.58*** |
| 16110 - Presser Machine Drycleaning | | 10.58*** |
| 16130 - Presser Machine Shirts | | 10.58*** |
| 16160 - Presser Machine Wearing Apparel Laundry | | 10.58*** |
| 16190 - Sewing Machine Operator | | 14.09*** |
| 16220 - Tailor | | 15.02 |
| 16250 - Washer Machine | | 11.28*** |
| 19000 - Machine Tool Operation And Repair Occupations | | |
| 19010 - Machine-Tool Operator (Tool Room) | | 21.98 |
| 19040 - Tool And Die Maker | | 25.30 |
| 21000 - Materials Handling And Packing Occupations | | |
| 21020 - Forklift Operator | | 18.85 |
| 21030 - Material Coordinator | | 22.53 |
| 21040 - Material Expediter | | 22.53 |
| 21050 - Material Handling Laborer | | 17.65 |
| 21071 - Order Filler | | 13.18*** |
| 21080 - Production Line Worker (Food Processing) | | 18.85 |
| 21110 - Shipping Packer | | 16.78 |
| 21130 - Shipping/Receiving Clerk | | 16.78 |
| 21140 - Store Worker I | | 16.74 |
| 21150 - Stock Clerk | | 21.09 |
| 21210 - Tools And Parts Attendant | | 18.85 |
| 21410 - Warehouse Specialist | | 18.85 |
| 23000 - Mechanics And Maintenance And Repair Occupations | | |
| 23010 - Aerospace Structural Welder | | 30.10 |
| 23019 - Aircraft Logs and Records Technician | | 25.49 |
| 23021 - Aircraft Mechanic I | | 29.07 |
| 23022 - Aircraft Mechanic II | | 30.10 |
| 23023 - Aircraft Mechanic III | | 31.21 |
| 23040 - Aircraft Mechanic Helper | | 22.59 |
| 23050 - Aircraft Painter | | 28.05 |
| 23060 - Aircraft Servicer | | 25.49 |
| 23070 - Aircraft Survival Flight Equipment Technician | | 28.05 |
| 23080 - Aircraft Worker | | 26.79 |
| 23091 - Aircrew Life Support Equipment (ALSE) Mechanic | | 26.79 |

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| I | |
| 23092 - Aircrew Life Support Equipment (ALSE) Mechanic | 29.07 |
| II | |
| 23110 - Appliance Mechanic | 20.71 |
| 23120 - Bicycle Repairer | 21.11 |
| 23125 - Cable Splicer | 33.53 |
| 23130 - Carpenter Maintenance | 24.55 |
| 23140 - Carpet Layer | 23.54 |
| 23160 - Electrician Maintenance | 25.95 |
| 23181 - Electronics Technician Maintenance I | 28.99 |
| 23182 - Electronics Technician Maintenance II | 30.34 |
| 23183 - Electronics Technician Maintenance III | 31.45 |
| 23260 - Fabric Worker | 22.40 |
| 23290 - Fire Alarm System Mechanic | 24.15 |
| 23310 - Fire Extinguisher Repairer | 21.11 |
| 23311 - Fuel Distribution System Mechanic | 27.79 |
| 23312 - Fuel Distribution System Operator | 22.97 |
| 23370 - General Maintenance Worker | 19.79 |
| 23380 - Ground Support Equipment Mechanic | 29.07 |
| 23381 - Ground Support Equipment Servicer | 25.49 |
| 23382 - Ground Support Equipment Worker | 26.79 |
| 23391 - Gunsmith I | 21.11 |
| 23392 - Gunsmith II | 23.54 |
| 23393 - Gunsmith III | 25.54 |
| 23410 - Heating Ventilation And Air-Conditioning Mechanic | 24.88 |
| 23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) | 25.76 |
| 23430 - Heavy Equipment Mechanic | 26.21 |
| 23440 - Heavy Equipment Operator | 25.31 |
| 23460 - Instrument Mechanic | 27.51 |
| 23465 - Laboratory/Shelter Mechanic | 24.65 |
| 23470 - Laborer | 15.39 |
| 23510 - Locksmith | 24.65 |
| 23530 - Machinery Maintenance Mechanic | 24.82 |
| 23550 - Machinist Maintenance | 23.21 |
| 23580 - Maintenance Trades Helper | 16.60 |
| 23591 - Metrology Technician I | 27.51 |
| 23592 - Metrology Technician II | 28.49 |
| 23593 - Metrology Technician III | 29.53 |
| 23640 - Millwright | 30.67 |
| 23710 - Office Appliance Repairer | 20.23 |
| 23760 - Painter Maintenance | 18.57 |
| 23790 - Pipefitter Maintenance | 28.37 |
| 23810 - Plumber Maintenance | 27.37 |
| 23820 - Pneudraulic Systems Mechanic | 25.54 |
| 23850 - Rigger | 26.42 |
| 23870 - Scale Mechanic | 23.54 |
| 23890 - Sheet-Metal Worker Maintenance | 30.05 |
| 23910 - Small Engine Mechanic | 18.60 |
| 23931 - Telecommunications Mechanic I | 30.28 |
| 23932 - Telecommunications Mechanic II | 31.36 |
| 23950 - Telephone Lineman | 25.54 |
| 23960 - Welder Combination Maintenance | 20.89 |
| 23965 - Well Driller | 27.81 |
| 23970 - Woodcraft Worker | 25.54 |
| 23980 - Woodworker | 21.11 |
| 24000 - Personal Needs Occupations | |
| 24550 - Case Manager | 14.97*** |
| 24570 - Child Care Attendant | 10.23*** |
| 24580 - Child Care Center Clerk | 14.92*** |
| 24610 - Chore Aide | 11.47*** |
| 24620 - Family Readiness And Support Services Coordinator | 14.97*** |
| 24630 - Homemaker | 15.80 |

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| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 29.00 |
| 25040 - Sewage Plant Operator | 26.05 |
| 25070 - Stationary Engineer | 29.00 |
| 25190 - Ventilation Equipment Tender | 22.54 |
| 25210 - Water Treatment Plant Operator | 26.05 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 24.95 |
| 27007 - Baggage Inspector | 13.11*** |
| 27008 - Corrections Officer | 23.27 |
| 27010 - Court Security Officer | 22.68 |
| 27030 - Detection Dog Handler | 17.82 |
| 27040 - Detention Officer | 23.27 |
| 27070 - Firefighter | 24.51 |
| 27101 - Guard I | 13.11*** |
| 27102 - Guard II | 17.82 |
| 27131 - Police Officer I | 30.98 |
| 27132 - Police Officer II | 34.43 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 12.98*** |
| 28042 - Carnival Equipment Repairer | 13.34*** |
| 28043 - Carnival Worker | 11.15*** |
| 28210 - Gate Attendant/Gate Tender | 14.72*** |
| 28310 - Lifeguard | 12.03*** |
| 28350 - Park Attendant (Aide) | 16.47 |
| 28510 - Recreation Aide/Health Facility Attendant | 12.02*** |
| 28515 - Recreation Specialist | 20.40 |
| 28630 - Sports Official | 13.12*** |
| 28690 - Swimming Pool Operator | 18.63 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 28.19 |
| 29020 - Hatch Tender | 28.19 |
| 29030 - Line Handler | 28.19 |
| 29041 - Stevedore I | 26.84 |
| 29042 - Stevedore II | 29.52 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist Center (HFO) (see 2) | 41.41 |
| 30011 - Air Traffic Control Specialist Station (HFO) (see 2) | 28.55 |
| 30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) | 31.45 |
| 30021 - Archeological Technician I | 18.59 |
| 30022 - Archeological Technician II | 20.79 |
| 30023 - Archeological Technician III | 25.75 |
| 30030 - Cartographic Technician | 25.75 |
| 30040 - Civil Engineering Technician | 27.00 |
| 30051 - Cryogenic Technician I | 27.63 |
| 30052 - Cryogenic Technician II | 30.53 |
| 30061 - Drafter/CAD Operator I | 18.59 |
| 30062 - Drafter/CAD Operator II | 20.79 |
| 30063 - Drafter/CAD Operator III | 23.17 |
| 30064 - Drafter/CAD Operator IV | 29.65 |
| 30081 - Engineering Technician I | 15.77 |
| 30082 - Engineering Technician II | 17.69 |
| 30083 - Engineering Technician III | 20.55 |
| 30084 - Engineering Technician IV | 24.52 |
| 30085 - Engineering Technician V | 30.00 |
| 30086 - Engineering Technician VI | 36.30 |
| 30090 - Environmental Technician | 20.32 |
| 30095 - Evidence Control Specialist | 24.95 |
| 30210 - Laboratory Technician | 27.73 |
| 30221 - Latent Fingerprint Technician I | 30.38 |
| 30222 - Latent Fingerprint Technician II | 33.56 |
| 30240 - Mathematical Technician | 30.84 |
| 30361 - Paralegal/Legal Assistant I | 19.22 |
| 30362 - Paralegal/Legal Assistant II | 23.81 |
| 30363 - Paralegal/Legal Assistant III | 31.43 |

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| 30364 - Paralegal/Legal Assistant IV | 37.70 |
| 30375 - Petroleum Supply Specialist | 30.53 |
| 30390 - Photo-Optics Technician | 25.75 |
| 30395 - Radiation Control Technician | 30.53 |
| 30461 - Technical Writer I | 24.12 |
| 30462 - Technical Writer II | 29.51 |
| 30463 - Technical Writer III | 35.69 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 26.32 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 31.84 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 38.16 |
| 30494 - Unexploded (UXO) Safety Escort | 26.32 |
| 30495 - Unexploded (UXO) Sweep Personnel | 26.32 |
| 30501 - Weather Forecaster I | 27.63 |
| 30502 - Weather Forecaster II | 33.61 |
| 30620 - Weather Observer Combined Upper Air Or | (see 2) 23.17 |
| Surface Programs | |
| 30621 - Weather Observer Senior | (see 2) 25.75 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31010 - Airplane Pilot | 31.84 |
| 31020 - Bus Aide | 15.57 |
| 31030 - Bus Driver | 21.53 |
| 31043 - Driver Courier | 17.02 |
| 31260 - Parking and Lot Attendant | 12.55*** |
| 31290 - Shuttle Bus Driver | 18.11 |
| 31310 - Taxi Driver | 12.33*** |
| 31361 - Truckdriver Light | 18.11 |
| 31362 - Truckdriver Medium | 19.12 |
| 31363 - Truckdriver Heavy | 21.50 |
| 31364 - Truckdriver Tractor-Trailer | 21.50 |
| 99000 - Miscellaneous Occupations | |
| 99020 - Cabin Safety Specialist | 15.52 |
| 99030 - Cashier | 10.46*** |
| 99050 - Desk Clerk | 10.28*** |
| 99095 - Embalmer | 34.47 |
| 99130 - Flight Follower | 26.32 |
| 99251 - Laboratory Animal Caretaker I | 12.28*** |
| 99252 - Laboratory Animal Caretaker II | 13.06*** |
| 99260 - Marketing Analyst | 29.26 |
| 99310 - Mortician | 34.47 |
| 99410 - Pest Controller | 18.70 |
| 99510 - Photofinishing Worker | 15.85 |
| 99710 - Recycling Laborer | 19.76 |
| 99711 - Recycling Specialist | 22.67 |
| 99730 - Refuse Collector | 18.34 |
| 99810 - Sales Clerk | 12.05*** |
| 99820 - School Crossing Guard | 19.01 |
| 99830 - Survey Party Chief | 30.44 |
| 99831 - Surveying Aide | 15.65 |
| 99832 - Surveying Technician | 23.95 |
| 99840 - Vending Machine Attendant | 17.88 |
| 99841 - Vending Machine Repairer | 20.13 |
| 99842 - Vending Machine Repairer Helper | 17.88 |

***Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 (\$15.00 per hour) or 13658 (\$11.25 per hour). Please see the Note at the top of the wage determination for more information. Please also note that the minimum wage requirements of Executive Order 14026 and 13658 are not currently being enforced as to contracts or contract-like instruments entered into with the federal government in connection with seasonal recreational services or seasonal recreational equipment rental for the general public on federal lands.

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.60 per hour up to 40 hours per week or \$184.00 per week or \$797.33 per month

HEALTH & WELFARE EO 13706: \$4.23 per hour up to 40 hours per week or \$169.20 per week or \$733.20 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 8 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (See 29 CFR 4.173)

HOLIDAYS: A minimum of twelve paid holidays per year: New Year's Day Martin Luther King Jr's Birthday Washington's Birthday Good Friday Memorial Day Juneteenth National Independence Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than \$27.63 (or on a salary or fee basis at a rate not less than \$455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541.400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds \$27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees

who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

**** HAZARDOUS PAY DIFFERENTIAL ****

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary

affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However in those instances where the uniforms furnished are made of "wash and wear" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

**** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS ****

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

**** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) ****

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR 4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).
- 4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

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| <p>If the contract is entered into on or after January 30 2022 or the contract is renewed or extended (e.g. an option is exercised) on or after January 30 2022:</p> | <p>With certain exceptions Executive Order 14026 applies to the contract.</p> <p>The contractor must pay all covered workers at least \$15.00 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in 2022.</p> |
| <p>If the contract was awarded on or between January 1 2015 and January 29 2022 and the contract is not renewed or extended on or after January 30 2022:</p> | <p>With certain exceptions Executive Order 13658 applies to the contract.</p> <p>The contractor must pay all covered workers at least \$11.25 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in 2022.</p> |

The applicable Executive Order minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the Executive Orders is available at <https://www.dol.gov/agencies/whd/government-contracts>.

State: Ohio

Area: Ohio Counties of Portage Summit

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|----------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 15.29 |
| 01012 - Accounting Clerk II | | 17.18 |
| 01013 - Accounting Clerk III | | 19.21 |
| 01020 - Administrative Assistant | | 26.50 |
| 01035 - Court Reporter | | 18.97 |
| 01041 - Customer Service Representative I | | 14.23*** |
| 01042 - Customer Service Representative II | | 15.53 |
| 01043 - Customer Service Representative III | | 17.44 |
| 01051 - Data Entry Operator I | | 14.06*** |
| 01052 - Data Entry Operator II | | 15.43 |
| 01060 - Dispatcher Motor Vehicle | | 20.76 |
| 01070 - Document Preparation Clerk | | 16.50 |
| 01090 - Duplicating Machine Operator | | 16.50 |
| 01111 - General Clerk I | | 13.97*** |
| 01112 - General Clerk II | | 15.24 |
| 01113 - General Clerk III | | 17.12 |

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| 01120 - Housing Referral Assistant | 21.15 |
| 01141 - Messenger Courier | 13.68*** |
| 01191 - Order Clerk I | 15.80 |
| 01192 - Order Clerk II | 17.24 |
| 01261 - Personnel Assistant (Employment) I | 16.95 |
| 01262 - Personnel Assistant (Employment) II | 18.95 |
| 01263 - Personnel Assistant (Employment) III | 21.12 |
| 01270 - Production Control Clerk | 23.63 |
| 01290 - Rental Clerk | 15.48 |
| 01300 - Scheduler Maintenance | 16.96 |
| 01311 - Secretary I | 16.96 |
| 01312 - Secretary II | 18.97 |
| 01313 - Secretary III | 21.15 |
| 01320 - Service Order Dispatcher | 18.84 |
| 01410 - Supply Technician | 26.50 |
| 01420 - Survey Worker | 15.10 |
| 01460 - Switchboard Operator/Receptionist | 13.97*** |
| 01531 - Travel Clerk I | 14.89*** |
| 01532 - Travel Clerk II | 15.86 |
| 01533 - Travel Clerk III | 16.92 |
| 01611 - Word Processor I | 16.61 |
| 01612 - Word Processor II | 18.65 |
| 01613 - Word Processor III | 20.86 |
| 05000 - Automotive Service Occupations | |
| 05005 - Automobile Body Repairer Fiberglass | 20.85 |
| 05010 - Automotive Electrician | 19.67 |
| 05040 - Automotive Glass Installer | 18.92 |
| 05070 - Automotive Worker | 18.92 |
| 05110 - Mobile Equipment Servicer | 17.27 |
| 05130 - Motor Equipment Metal Mechanic | 20.33 |
| 05160 - Motor Equipment Metal Worker | 18.92 |
| 05190 - Motor Vehicle Mechanic | 20.33 |
| 05220 - Motor Vehicle Mechanic Helper | 16.50 |
| 05250 - Motor Vehicle Upholstery Worker | 18.07 |
| 05280 - Motor Vehicle Wrecker | 18.92 |
| 05310 - Painter Automotive | 19.67 |
| 05340 - Radiator Repair Specialist | 18.92 |
| 05370 - Tire Repairer | 15.89 |
| 05400 - Transmission Repair Specialist | 20.33 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 13.32*** |
| 07041 - Cook I | 13.92*** |
| 07042 - Cook II | 15.68 |
| 07070 - Dishwasher | 11.31*** |
| 07130 - Food Service Worker | 12.49*** |
| 07210 - Meat Cutter | 17.70 |
| 07260 - Waiter/Waitress | 9.94*** |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 20.60 |
| 09040 - Furniture Handler | 13.89*** |
| 09080 - Furniture Refinisher | 20.60 |
| 09090 - Furniture Refinisher Helper | 15.88 |
| 09110 - Furniture Repairer Minor | 18.06 |
| 09130 - Upholsterer | 20.60 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner Vehicles | 11.84*** |
| 11060 - Elevator Operator | 12.68*** |
| 11090 - Gardener | 17.33 |
| 11122 - Housekeeping Aide | 12.68*** |
| 11150 - Janitor | 12.68*** |
| 11210 - Laborer Grounds Maintenance | 13.82*** |
| 11240 - Maid or Houseman | 11.46*** |
| 11260 - Pruner | 12.67*** |
| 11270 - Tractor Operator | 16.20 |
| 11330 - Trail Maintenance Worker | 13.82*** |

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| 11360 - Window Cleaner | 13.83*** |
| 12000 - Health Occupations | |
| 12010 Ambulance Driver | 18.87 |
| 12011 - Breath Alcohol Technician | 20.22 |
| 12012 - Certified Occupational Therapist Assistant | 28.96 |
| 12015 - Certified Physical Therapist Assistant | 29.37 |
| 12020 Dental Assistant | 18.99 |
| 12025 - Dental Hygienist | 34.96 |
| 12030 - EKG Technician | 26.85 |
| 12035 - Electroneurodiagnostic Technologist | 26.85 |
| 12040 Emergency Medical Technician | 18.87 |
| 12071 - Licensed Practical Nurse I | 18.08 |
| 12072 - Licensed Practical Nurse II | 20.22 |
| 12073 - Licensed Practical Nurse III | 22.54 |
| 12100 Medical Assistant | 15.78 |
| 12130 - Medical Laboratory Technician | 25.33 |
| 12160 - Medical Record Clerk | 17.33 |
| 12190 - Medical Record Technician | 19.38 |
| 12195 Medical Transcriptionist | 18.81 |
| 12210 - Nuclear Medicine Technologist | 36.29 |
| 12221 - Nursing Assistant I | 12.04*** |
| 12222 - Nursing Assistant II | 13.53*** |
| 12223 Nursing Assistant III | 14.77*** |
| 12224 - Nursing Assistant IV | 16.58 |
| 12235 - Optical Dispenser | 22.08 |
| 12236 - Optical Technician | 18.08 |
| 12250 Pharmacy Technician | 14.65*** |
| 12280 - Phlebotomist | 17.33 |
| 12305 - Radiologic Technologist | 28.34 |
| 12311 - Registered Nurse I | 22.85 |
| 12312 Registered Nurse II | 27.71 |
| 12313 - Registered Nurse II Specialist | 27.71 |
| 12314 - Registered Nurse III | 33.52 |
| 12315 - Registered Nurse III Anesthetist | 33.52 |
| 12316 Registered Nurse IV | 40.18 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 25.05 |
| 12320 - Substance Abuse Treatment Counselor | 21.92 |
| 13000 - Information And Arts Occupations | |
| 13011 Exhibits Specialist I | 20.58 |
| 13012 - Exhibits Specialist II | 23.96 |
| 13013 - Exhibits Specialist III | 28.55 |
| 13041 - Illustrator I | 20.35 |
| 13042 Illustrator II | 25.21 |
| 13043 - Illustrator III | 30.83 |
| 13047 - Librarian | 29.41 |
| 13050 - Library Aide/Clerk | 13.28*** |
| 13054 Library Information Technology Systems Administrator | 22.94 |
| 13058 - Library Technician | 17.17 |
| 13061 - Media Specialist I | 16.56 |
| 13062 Media Specialist II | 18.52 |
| 13063 - Media Specialist III | 20.65 |
| 13071 - Photographer I | 17.42 |
| 13072 - Photographer II | 19.48 |
| 13073 Photographer III | 24.13 |
| 13074 - Photographer IV | 29.52 |
| 13075 - Photographer V | 35.72 |
| 13090 - Technical Order Library Clerk | 16.37 |
| 13110 Video Teleconference Technician | 23.18 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 18.18 |
| 14042 - Computer Operator II | 20.33 |
| 14043 Computer Operator III | 22.66 |
| 14044 - Computer Operator IV | 25.19 |
| 14045 - Computer Operator V | 27.90 |

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| 14071 - Computer Programmer I | (see 1) | 22.13 |
| 14072 - Computer Programmer II | (see 1) | 27.20 |
| 14073 - Computer Programmer III | (see 1) | |
| 14074 - Computer Programmer IV | (see 1) | |
| 14101 - Computer Systems Analyst I | (see 1) | |
| 14102 - Computer Systems Analyst II | (see 1) | |
| 14103 - Computer Systems Analyst III | (see 1) | |
| 14150 - Peripheral Equipment Operator | | 18.18 |
| 14160 - Personal Computer Support Technician | | 25.19 |
| 14170 - System Support Specialist | | 29.31 |
| 15000 - Instructional Occupations | | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | | 28.60 |
| 15020 - Aircrew Training Devices Instructor (Rated) | | 35.35 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | | 41.47 |
| 15050 - Computer Based Training Specialist / Instructor | | 30.23 |
| 15060 - Educational Technologist | | 30.33 |
| 15070 - Flight Instructor (Pilot) | | 41.47 |
| 15080 - Graphic Artist | | 22.69 |
| 15085 - Maintenance Test Pilot Fixed Jet/Prop | | 41.47 |
| 15086 - Maintenance Test Pilot Rotary Wing | | 41.47 |
| 15088 - Non-Maintenance Test/Co-Pilot | | 41.47 |
| 15090 - Technical Instructor | | 23.42 |
| 15095 - Technical Instructor/Course Developer | | 28.65 |
| 15110 - Test Proctor | | 18.91 |
| 15120 - Tutor | | 18.91 |
| 16000 - Laundry Dry-Cleaning Pressing And Related Occupations | | |
| 16010 - Assembler | | 10.57*** |
| 16030 - Counter Attendant | | 10.57*** |
| 16040 - Dry Cleaner | | 13.13*** |
| 16070 - Finisher Flatwork Machine | | 10.57*** |
| 16090 - Presser Hand | | 10.57*** |
| 16110 - Presser Machine Drycleaning | | 10.57*** |
| 16130 - Presser Machine Shirts | | 10.57*** |
| 16160 - Presser Machine Wearing Apparel Laundry | | 10.57*** |
| 16190 - Sewing Machine Operator | | 14.07*** |
| 16220 - Tailor | | 15.00 |
| 16250 - Washer Machine | | 11.26*** |
| 19000 - Machine Tool Operation And Repair Occupations | | |
| 19010 - Machine-Tool Operator (Tool Room) | | 22.02 |
| 19040 - Tool And Die Maker | | 26.69 |
| 21000 - Materials Handling And Packing Occupations | | |
| 21020 - Forklift Operator | | 18.90 |
| 21030 - Material Coordinator | | 23.63 |
| 21040 - Material Expediter | | 23.63 |
| 21050 - Material Handling Laborer | | 15.02 |
| 21071 - Order Filler | | 13.69*** |
| 21080 - Production Line Worker (Food Processing) | | 18.90 |
| 21110 - Shipping Packer | | 16.88 |
| 21130 - Shipping/Receiving Clerk | | 16.88 |
| 21140 - Store Worker I | | 16.43 |
| 21150 - Stock Clerk | | 21.54 |
| 21210 - Tools And Parts Attendant | | 18.90 |
| 21410 - Warehouse Specialist | | 18.90 |
| 23000 - Mechanics And Maintenance And Repair Occupations | | |
| 23010 - Aerospace Structural Welder | | 28.59 |
| 23019 - Aircraft Logs and Records Technician | | 23.65 |
| 23021 - Aircraft Mechanic I | | 27.50 |
| 23022 - Aircraft Mechanic II | | 28.59 |
| 23023 - Aircraft Mechanic III | | 29.57 |
| 23040 - Aircraft Mechanic Helper | | 20.81 |
| 23050 - Aircraft Painter | | 26.26 |
| 23060 - Aircraft Servicer | | 23.65 |
| 23070 - Aircraft Survival Flight Equipment Technician | | 26.26 |
| 23080 - Aircraft Worker | | 25.07 |
| 23091 - Aircrew Life Support Equipment (ALSE) Mechanic | | 25.07 |

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| I | |
| 23092 - Aircrew Life Support Equipment (ALSE) Mechanic | 27.50 |
| II | |
| 23110 - Appliance Mechanic | 21.64 |
| 23120 - Bicycle Repairer | 22.26 |
| 23125 - Cable Splicer | 42.74 |
| 23130 - Carpenter Maintenance | 25.24 |
| 23140 - Carpet Layer | 25.07 |
| 23160 - Electrician Maintenance | 31.31 |
| 23181 - Electronics Technician Maintenance I | 29.14 |
| 23182 - Electronics Technician Maintenance II | 30.52 |
| 23183 - Electronics Technician Maintenance III | 31.97 |
| 23260 - Fabric Worker | 23.66 |
| 23290 - Fire Alarm System Mechanic | 23.76 |
| 23310 - Fire Extinguisher Repairer | 22.26 |
| 23311 - Fuel Distribution System Mechanic | 34.78 |
| 23312 - Fuel Distribution System Operator | 28.14 |
| 23370 - General Maintenance Worker | 20.14 |
| 23380 - Ground Support Equipment Mechanic | 27.50 |
| 23381 - Ground Support Equipment Servicer | 23.65 |
| 23382 - Ground Support Equipment Worker | 25.07 |
| 23391 - Gunsmith I | 22.26 |
| 23392 - Gunsmith II | 25.07 |
| 23393 - Gunsmith III | 27.51 |
| 23410 - Heating Ventilation And Air-Conditioning Mechanic | 21.27 |
| 23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) | 22.17 |
| 23430 - Heavy Equipment Mechanic | 25.44 |
| 23440 - Heavy Equipment Operator | 30.52 |
| 23460 - Instrument Mechanic | 27.39 |
| 23465 - Laboratory/Shelter Mechanic | 26.26 |
| 23470 - Laborer | 15.02 |
| 23510 - Locksmith | 20.60 |
| 23530 - Machinery Maintenance Mechanic | 24.34 |
| 23550 - Machinist Maintenance | 21.77 |
| 23580 - Maintenance Trades Helper | 16.05 |
| 23591 - Metrology Technician I | 27.51 |
| 23592 - Metrology Technician II | 28.67 |
| 23593 - Metrology Technician III | 29.75 |
| 23640 - Millwright | 31.73 |
| 23710 - Office Appliance Repairer | 21.04 |
| 23760 - Painter Maintenance | 26.25 |
| 23790 - Pipefitter Maintenance | 28.29 |
| 23810 - Plumber Maintenance | 27.01 |
| 23820 - Pneudraulic Systems Mechanic | 27.51 |
| 23850 - Rigger | 27.51 |
| 23870 - Scale Mechanic | 25.07 |
| 23890 - Sheet-Metal Worker Maintenance | 31.09 |
| 23910 - Small Engine Mechanic | 21.97 |
| 23931 - Telecommunications Mechanic I | 28.56 |
| 23932 - Telecommunications Mechanic II | 29.70 |
| 23950 - Telephone Lineman | 21.06 |
| 23960 - Welder Combination Maintenance | 22.36 |
| 23965 - Well Driller | 27.51 |
| 23970 - Woodcraft Worker | 27.51 |
| 23980 - Woodworker | 22.26 |
| 24000 - Personal Needs Occupations | |
| 24550 - Case Manager | 15.51 |
| 24570 - Child Care Attendant | 12.25*** |
| 24580 - Child Care Center Clerk | 15.29 |
| 24610 - Chore Aide | 11.23*** |
| 24620 - Family Readiness And Support Services Coordinator | 15.51 |
| 24630 - Homemaker | 17.23 |

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| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 27.81 |
| 25040 - Sewage Plant Operator | 26.10 |
| 25070 - Stationary Engineer | 27.81 |
| 25190 - Ventilation Equipment Tender | 21.04 |
| 25210 - Water Treatment Plant Operator | 26.10 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 23.42 |
| 27007 - Baggage Inspector | 15.02 |
| 27008 - Corrections Officer | 21.73 |
| 27010 - Court Security Officer | 23.11 |
| 27030 - Detection Dog Handler | 17.01 |
| 27040 - Detention Officer | 21.73 |
| 27070 - Firefighter | 24.33 |
| 27101 - Guard I | 15.02 |
| 27102 - Guard II | 17.01 |
| 27131 - Police Officer I | 28.48 |
| 27132 - Police Officer II | 31.65 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 13.01*** |
| 28042 - Carnival Equipment Repairer | 13.92*** |
| 28043 - Carnival Worker | 10.18*** |
| 28210 - Gate Attendant/Gate Tender | 14.28*** |
| 28310 - Lifeguard | 12.47*** |
| 28350 - Park Attendant (Aide) | 15.97 |
| 28510 - Recreation Aide/Health Facility Attendant | 11.65*** |
| 28515 - Recreation Specialist | 19.78 |
| 28630 - Sports Official | 12.71*** |
| 28690 - Swimming Pool Operator | 18.62 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 29.46 |
| 29020 - Hatch Tender | 29.46 |
| 29030 - Line Handler | 29.46 |
| 29041 - Stevedore I | 27.80 |
| 29042 - Stevedore II | 30.86 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist Center (HFO) (see 2) | 41.98 |
| 30011 - Air Traffic Control Specialist Station (HFO) (see 2) | 28.95 |
| 30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) | 31.88 |
| 30021 - Archeological Technician I | 18.14 |
| 30022 - Archeological Technician II | 20.46 |
| 30023 - Archeological Technician III | 24.89 |
| 30030 - Cartographic Technician | 25.34 |
| 30040 - Civil Engineering Technician | 34.41 |
| 30051 - Cryogenic Technician I | 27.57 |
| 30052 - Cryogenic Technician II | 30.45 |
| 30061 - Drafter/CAD Operator I | 18.14 |
| 30062 - Drafter/CAD Operator II | 20.46 |
| 30063 - Drafter/CAD Operator III | 22.81 |
| 30064 - Drafter/CAD Operator IV | 28.07 |
| 30081 - Engineering Technician I | 16.70 |
| 30082 - Engineering Technician II | 18.75 |
| 30083 - Engineering Technician III | 20.98 |
| 30084 - Engineering Technician IV | 25.99 |
| 30085 - Engineering Technician V | 31.78 |
| 30086 - Engineering Technician VI | 38.46 |
| 30090 - Environmental Technician | 24.98 |
| 30095 - Evidence Control Specialist | 24.89 |
| 30210 - Laboratory Technician | 22.81 |
| 30221 - Latent Fingerprint Technician I | 35.48 |
| 30222 - Latent Fingerprint Technician II | 39.19 |
| 30240 - Mathematical Technician | 30.64 |
| 30361 - Paralegal/Legal Assistant I | 20.29 |
| 30362 - Paralegal/Legal Assistant II | 25.14 |
| 30363 - Paralegal/Legal Assistant III | 30.75 |

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| 30364 - Paralegal/Legal Assistant IV | 37.22 |
| 30375 - Petroleum Supply Specialist | 30.45 |
| 30390 - Photo-Optics Technician | 25.34 |
| 30395 - Radiation Control Technician | 30.45 |
| 30461 - Technical Writer I | 27.08 |
| 30462 - Technical Writer II | 32.01 |
| 30463 - Technical Writer III | 38.74 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 26.68 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 32.28 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 38.69 |
| 30494 - Unexploded (UXO) Safety Escort | 26.68 |
| 30495 - Unexploded (UXO) Sweep Personnel | 26.68 |
| 30501 - Weather Forecaster I | 28.07 |
| 30502 - Weather Forecaster II | 33.53 |
| 30620 - Weather Observer Combined Upper Air Or | (see 2) 23.15 |
| Surface Programs | |
| 30621 - Weather Observer Senior | (see 2) 25.34 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31010 - Airplane Pilot | 32.28 |
| 31020 - Bus Aide | 21.18 |
| 31030 - Bus Driver | 28.22 |
| 31043 - Driver Courier | 15.37 |
| 31260 - Parking and Lot Attendant | 11.42*** |
| 31290 - Shuttle Bus Driver | 16.42 |
| 31310 - Taxi Driver | 13.89*** |
| 31361 - Truckdriver Light | 16.42 |
| 31362 - Truckdriver Medium | 19.05 |
| 31363 - Truckdriver Heavy | 23.70 |
| 31364 - Truckdriver Tractor-Trailer | 23.70 |
| 99000 - Miscellaneous Occupations | |
| 99020 - Cabin Safety Specialist | 15.74 |
| 99030 - Cashier | 10.67*** |
| 99050 - Desk Clerk | 11.14*** |
| 99095 - Embalmer | 36.64 |
| 99130 - Flight Follower | 26.68 |
| 99251 - Laboratory Animal Caretaker I | 13.74*** |
| 99252 - Laboratory Animal Caretaker II | 14.70*** |
| 99260 - Marketing Analyst | 28.73 |
| 99310 - Mortician | 36.64 |
| 99410 - Pest Controller | 18.73 |
| 99510 - Photofinishing Worker | 14.02*** |
| 99710 - Recycling Laborer | 20.24 |
| 99711 - Recycling Specialist | 23.73 |
| 99730 - Refuse Collector | 18.56 |
| 99810 - Sales Clerk | 12.56*** |
| 99820 - School Crossing Guard | 16.94 |
| 99830 - Survey Party Chief | 33.86 |
| 99831 - Surveying Aide | 19.31 |
| 99832 - Surveying Technician | 29.00 |
| 99840 - Vending Machine Attendant | 14.17*** |
| 99841 - Vending Machine Repairer | 17.07 |
| 99842 - Vending Machine Repairer Helper | 14.17*** |

***Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 (\$15.00 per hour) or 13658 (\$11.25 per hour). Please see the Note at the top of the wage determination for more information. Please also note that the minimum wage requirements of Executive Order 14026 and 13658 are not currently being enforced as to contracts or contract-like instruments entered into with the federal government in connection with seasonal recreational services or seasonal recreational equipment rental for the general public on federal lands.

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.60 per hour up to 40 hours per week or \$184.00 per week or \$797.33 per month

HEALTH & WELFARE EO 13706: \$4.23 per hour up to 40 hours per week or \$169.20 per week or \$733.20 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 5 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Juneteenth National Independence Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than \$27.63 (or on a salary or fee basis at a rate not less than \$455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541.400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds \$27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees

who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

**** HAZARDOUS PAY DIFFERENTIAL ****

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary

affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However in those instances where the uniforms furnished are made of "wash and wear" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

**** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS ****

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

**** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) ****

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR 4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).
- 4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

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| "REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor | U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210 Wage Determination No.: 2015-4735 Revision No.: 16 Date Of Last Revision: 03/15/2022 |
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Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

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| If the contract is entered into on or after January 30 2022 or the contract is renewed or extended (e.g. an option is exercised) on or after January 30 2022: | With certain exceptions Executive Order 14026 applies to the contract. The contractor must pay all covered workers at least \$15.00 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in 2022. |
| If the contract was awarded on or between January 1 2015 and January 29 2022 and the contract is not renewed or extended on or after January 30 2022: | With certain exceptions Executive Order 13658 applies to the contract. The contractor must pay all covered workers at least \$11.25 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in 2022. |

The applicable Executive Order minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the Executive Orders is available at <https://www.dol.gov/agencies/whd/government-contracts>.

State: Ohio

Area: Ohio County of Richland

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|----------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 14.29*** |
| 01012 - Accounting Clerk II | | 16.04 |
| 01013 - Accounting Clerk III | | 17.95 |
| 01020 - Administrative Assistant | | 28.14 |
| 01035 - Court Reporter | | 17.26 |
| 01041 - Customer Service Representative I | | 13.09*** |
| 01042 - Customer Service Representative II | | 14.72*** |
| 01043 - Customer Service Representative III | | 16.06 |
| 01051 - Data Entry Operator I | | 13.42*** |
| 01052 - Data Entry Operator II | | 15.43 |
| 01060 - Dispatcher Motor Vehicle | | 20.76 |
| 01070 - Document Preparation Clerk | | 16.60 |
| 01090 - Duplicating Machine Operator | | 16.60 |
| 01111 - General Clerk I | | 13.61*** |
| 01112 - General Clerk II | | 14.87*** |
| 01113 - General Clerk III | | 16.68 |

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| 01120 - Housing Referral Assistant | 19.31 |
| 01141 - Messenger Courier | 11.26*** |
| 01191 - Order Clerk I | 14.29*** |
| 01192 - Order Clerk II | 15.59 |
| 01261 - Personnel Assistant (Employment) I | 16.00 |
| 01262 - Personnel Assistant (Employment) II | 17.89 |
| 01263 - Personnel Assistant (Employment) III | 19.95 |
| 01270 - Production Control Clerk | 22.22 |
| 01290 - Rental Clerk | 17.03 |
| 01300 - Scheduler Maintenance | 15.44 |
| 01311 - Secretary I | 15.44 |
| 01312 - Secretary II | 17.26 |
| 01313 - Secretary III | 19.24 |
| 01320 - Service Order Dispatcher | 18.84 |
| 01410 - Supply Technician | 28.13 |
| 01420 - Survey Worker | 16.00 |
| 01460 - Switchboard Operator/Receptionist | 13.97*** |
| 01531 - Travel Clerk I | 13.87*** |
| 01532 - Travel Clerk II | 14.82*** |
| 01533 - Travel Clerk III | 15.80 |
| 01611 - Word Processor I | 14.47*** |
| 01612 - Word Processor II | 16.25 |
| 01613 - Word Processor III | 18.18 |
| 05000 - Automotive Service Occupations | |
| 05005 - Automobile Body Repairer Fiberglass | 22.16 |
| 05010 - Automotive Electrician | 19.67 |
| 05040 - Automotive Glass Installer | 18.92 |
| 05070 - Automotive Worker | 18.92 |
| 05110 - Mobile Equipment Servicer | 17.27 |
| 05130 - Motor Equipment Metal Mechanic | 20.33 |
| 05160 - Motor Equipment Metal Worker | 18.92 |
| 05190 - Motor Vehicle Mechanic | 20.33 |
| 05220 - Motor Vehicle Mechanic Helper | 16.50 |
| 05250 - Motor Vehicle Upholstery Worker | 18.07 |
| 05280 - Motor Vehicle Wrecker | 18.92 |
| 05310 - Painter Automotive | 19.67 |
| 05340 - Radiator Repair Specialist | 18.92 |
| 05370 - Tire Repairer | 15.89 |
| 05400 - Transmission Repair Specialist | 20.33 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 13.29*** |
| 07041 - Cook I | 13.79*** |
| 07042 - Cook II | 15.84 |
| 07070 - Dishwasher | 9.55*** |
| 07130 - Food Service Worker | 10.63*** |
| 07210 - Meat Cutter | 17.18 |
| 07260 - Waiter/Waitress | 9.94*** |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 20.60 |
| 09040 - Furniture Handler | 13.89*** |
| 09080 - Furniture Refinisher | 20.60 |
| 09090 - Furniture Refinisher Helper | 15.71 |
| 09110 - Furniture Repairer Minor | 17.22 |
| 09130 - Upholsterer | 20.60 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner Vehicles | 12.96*** |
| 11060 - Elevator Operator | 13.84*** |
| 11090 - Gardener | 17.17 |
| 11122 - Housekeeping Aide | 13.84*** |
| 11150 - Janitor | 13.84*** |
| 11210 - Laborer Grounds Maintenance | 14.22*** |
| 11240 - Maid or Houseman | 10.76*** |
| 11260 - Pruner | 12.83*** |
| 11270 - Tractor Operator | 16.94 |
| 11330 - Trail Maintenance Worker | 14.22*** |

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| 11360 - Window Cleaner | 15.33 |
| 12000 - Health Occupations | |
| 12010 Ambulance Driver | 15.99 |
| 12011 - Breath Alcohol Technician | 18.56 |
| 12012 - Certified Occupational Therapist Assistant | 28.30 |
| 12015 - Certified Physical Therapist Assistant | 28.38 |
| 12020 Dental Assistant | 17.44 |
| 12025 - Dental Hygienist | 33.67 |
| 12030 - EKG Technician | 28.10 |
| 12035 - Electroneurodiagnostic Technologist | 28.10 |
| 12040 Emergency Medical Technician | 15.99 |
| 12071 - Licensed Practical Nurse I | 17.51 |
| 12072 - Licensed Practical Nurse II | 19.68 |
| 12073 - Licensed Practical Nurse III | 21.84 |
| 12100 Medical Assistant | 15.02 |
| 12130 - Medical Laboratory Technician | 22.14 |
| 12160 - Medical Record Clerk | 17.30 |
| 12190 - Medical Record Technician | 19.34 |
| 12195 Medical Transcriptionist | 16.58 |
| 12210 - Nuclear Medicine Technologist | 40.75 |
| 12221 - Nursing Assistant I | 11.60*** |
| 12222 - Nursing Assistant II | 13.04*** |
| 12223 Nursing Assistant III | 14.23*** |
| 12224 - Nursing Assistant IV | 15.97 |
| 12235 - Optical Dispenser | 20.90 |
| 12236 - Optical Technician | 16.58 |
| 12250 Pharmacy Technician | 14.65*** |
| 12280 - Phlebotomist | 16.91 |
| 12305 - Radiologic Technologist | 28.45 |
| 12311 - Registered Nurse I | 23.89 |
| 12312 Registered Nurse II | 29.22 |
| 12313 - Registered Nurse II Specialist | 29.22 |
| 12314 - Registered Nurse III | 35.35 |
| 12315 - Registered Nurse III Anesthetist | 35.35 |
| 12316 Registered Nurse IV | 42.37 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 25.28 |
| 12320 - Substance Abuse Treatment Counselor | 24.32 |
| 13000 - Information And Arts Occupations | |
| 13011 Exhibits Specialist I | 20.58 |
| 13012 - Exhibits Specialist II | 23.96 |
| 13013 - Exhibits Specialist III | 28.55 |
| 13041 - Illustrator I | 20.35 |
| 13042 Illustrator II | 25.21 |
| 13043 - Illustrator III | 30.83 |
| 13047 - Librarian | 29.41 |
| 13050 - Library Aide/Clerk | 13.28*** |
| 13054 Library Information Technology Systems Administrator | 22.30 |
| 13058 - Library Technician | 17.17 |
| 13061 - Media Specialist I | 16.09 |
| 13062 Media Specialist II | 18.01 |
| 13063 - Media Specialist III | 20.07 |
| 13071 - Photographer I | 15.90 |
| 13072 - Photographer II | 18.01 |
| 13073 Photographer III | 22.30 |
| 13074 - Photographer IV | 26.94 |
| 13075 - Photographer V | 32.59 |
| 13090 - Technical Order Library Clerk | 16.57 |
| 13110 Video Teleconference Technician | 17.41 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 15.45 |
| 14042 - Computer Operator II | 17.29 |
| 14043 Computer Operator III | 19.10 |
| 14044 - Computer Operator IV | 22.64 |
| 14045 - Computer Operator V | 25.06 |

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| 14071 - Computer Programmer I | (see 1) | 22.13 |
| 14072 - Computer Programmer II | (see 1) | 27.20 |
| 14073 - Computer Programmer III | (see 1) | |
| 14074 - Computer Programmer IV | (see 1) | |
| 14101 - Computer Systems Analyst I | (see 1) | |
| 14102 - Computer Systems Analyst II | (see 1) | |
| 14103 - Computer Systems Analyst III | (see 1) | |
| 14150 - Peripheral Equipment Operator | | 15.45 |
| 14160 - Personal Computer Support Technician | | 22.64 |
| 14170 - System Support Specialist | | 23.51 |
| 15000 - Instructional Occupations | | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | | 29.62 |
| 15020 - Aircrew Training Devices Instructor (Rated) | | 35.84 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | | 42.96 |
| 15050 - Computer Based Training Specialist / Instructor | | 30.23 |
| 15060 - Educational Technologist | | 29.57 |
| 15070 - Flight Instructor (Pilot) | | 42.96 |
| 15080 - Graphic Artist | | 22.54 |
| 15085 - Maintenance Test Pilot Fixed Jet/Prop | | 42.96 |
| 15086 - Maintenance Test Pilot Rotary Wing | | 42.96 |
| 15088 - Non-Maintenance Test/Co-Pilot | | 42.96 |
| 15090 - Technical Instructor | | 21.90 |
| 15095 - Technical Instructor/Course Developer | | 26.80 |
| 15110 - Test Proctor | | 18.68 |
| 15120 - Tutor | | 18.68 |
| 16000 - Laundry Dry-Cleaning Pressing And Related Occupations | | |
| 16010 - Assembler | | 10.57*** |
| 16030 - Counter Attendant | | 10.57*** |
| 16040 - Dry Cleaner | | 13.13*** |
| 16070 - Finisher Flatwork Machine | | 10.57*** |
| 16090 - Presser Hand | | 10.57*** |
| 16110 - Presser Machine Drycleaning | | 10.57*** |
| 16130 - Presser Machine Shirts | | 10.57*** |
| 16160 - Presser Machine Wearing Apparel Laundry | | 10.57*** |
| 16190 - Sewing Machine Operator | | 14.07*** |
| 16220 - Tailor | | 15.00 |
| 16250 - Washer Machine | | 11.26*** |
| 19000 - Machine Tool Operation And Repair Occupations | | |
| 19010 - Machine-Tool Operator (Tool Room) | | 22.02 |
| 19040 - Tool And Die Maker | | 26.69 |
| 21000 - Materials Handling And Packing Occupations | | |
| 21020 - Forklift Operator | | 16.71 |
| 21030 - Material Coordinator | | 22.22 |
| 21040 - Material Expediter | | 22.22 |
| 21050 - Material Handling Laborer | | 15.80 |
| 21071 - Order Filler | | 14.65*** |
| 21080 - Production Line Worker (Food Processing) | | 16.71 |
| 21110 - Shipping Packer | | 16.72 |
| 21130 - Shipping/Receiving Clerk | | 16.72 |
| 21140 - Store Worker I | | 14.39*** |
| 21150 - Stock Clerk | | 18.87 |
| 21210 - Tools And Parts Attendant | | 16.71 |
| 21410 - Warehouse Specialist | | 16.71 |
| 23000 - Mechanics And Maintenance And Repair Occupations | | |
| 23010 - Aerospace Structural Welder | | 24.00 |
| 23019 - Aircraft Logs and Records Technician | | 20.32 |
| 23021 - Aircraft Mechanic I | | 22.86 |
| 23022 - Aircraft Mechanic II | | 24.00 |
| 23023 - Aircraft Mechanic III | | 24.93 |
| 23040 - Aircraft Mechanic Helper | | 18.55 |
| 23050 - Aircraft Painter | | 22.10 |
| 23060 - Aircraft Servicer | | 20.32 |
| 23070 - Aircraft Survival Flight Equipment Technician | | 22.10 |
| 23080 - Aircraft Worker | | 21.27 |
| 23091 - Aircrew Life Support Equipment (ALSE) Mechanic | | 21.27 |

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|---|----------|
| I | |
| 23092 - Aircrew Life Support Equipment (ALSE) Mechanic | 22.86 |
| II | |
| 23110 - Appliance Mechanic | 20.79 |
| 23120 - Bicycle Repairer | 17.03 |
| 23125 - Cable Splicer | 24.13 |
| 23130 - Carpenter Maintenance | 23.81 |
| 23140 - Carpet Layer | 21.36 |
| 23160 - Electrician Maintenance | 28.34 |
| 23181 - Electronics Technician Maintenance I | 24.51 |
| 23182 - Electronics Technician Maintenance II | 25.66 |
| 23183 - Electronics Technician Maintenance III | 29.50 |
| 23260 - Fabric Worker | 18.97 |
| 23290 - Fire Alarm System Mechanic | 21.77 |
| 23310 - Fire Extinguisher Repairer | 17.84 |
| 23311 - Fuel Distribution System Mechanic | 27.55 |
| 23312 - Fuel Distribution System Operator | 22.57 |
| 23370 - General Maintenance Worker | 19.62 |
| 23380 - Ground Support Equipment Mechanic | 22.86 |
| 23381 - Ground Support Equipment Servicer | 20.32 |
| 23382 - Ground Support Equipment Worker | 21.27 |
| 23391 - Gunsmith I | 17.84 |
| 23392 - Gunsmith II | 20.09 |
| 23393 - Gunsmith III | 21.84 |
| 23410 - Heating Ventilation And Air-Conditioning Mechanic | 23.12 |
| 23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) | 24.28 |
| 23430 - Heavy Equipment Mechanic | 25.48 |
| 23440 - Heavy Equipment Operator | 26.03 |
| 23460 - Instrument Mechanic | 23.32 |
| 23465 - Laboratory/Shelter Mechanic | 21.04 |
| 23470 - Laborer | 15.80 |
| 23510 - Locksmith | 20.79 |
| 23530 - Machinery Maintenance Mechanic | 24.22 |
| 23550 - Machinist Maintenance | 21.77 |
| 23580 - Maintenance Trades Helper | 16.05 |
| 23591 - Metrology Technician I | 25.65 |
| 23592 - Metrology Technician II | 26.67 |
| 23593 - Metrology Technician III | 27.59 |
| 23640 - Millwright | 28.82 |
| 23710 - Office Appliance Repairer | 21.04 |
| 23760 - Painter Maintenance | 21.74 |
| 23790 - Pipefitter Maintenance | 28.21 |
| 23810 - Plumber Maintenance | 26.86 |
| 23820 - Pneudraulic Systems Mechanic | 21.84 |
| 23850 - Rigger | 21.84 |
| 23870 - Scale Mechanic | 20.09 |
| 23890 - Sheet-Metal Worker Maintenance | 27.94 |
| 23910 - Small Engine Mechanic | 19.82 |
| 23931 - Telecommunications Mechanic I | 27.17 |
| 23932 - Telecommunications Mechanic II | 28.14 |
| 23950 - Telephone Lineman | 21.58 |
| 23960 - Welder Combination Maintenance | 19.36 |
| 23965 - Well Driller | 21.58 |
| 23970 - Woodcraft Worker | 21.84 |
| 23980 - Woodworker | 17.03 |
| 24000 - Personal Needs Occupations | |
| 24550 - Case Manager | 17.15 |
| 24570 - Child Care Attendant | 12.25*** |
| 24580 - Child Care Center Clerk | 15.29 |
| 24610 - Chore Aide | 11.22*** |
| 24620 - Family Readiness And Support Services Coordinator | 17.15 |
| 24630 - Homemaker | 17.23 |

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| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 23.57 |
| 25040 - Sewage Plant Operator | 24.28 |
| 25070 - Stationary Engineer | 23.57 |
| 25190 - Ventilation Equipment Tender | 18.38 |
| 25210 - Water Treatment Plant Operator | 24.28 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 20.82 |
| 27007 - Baggage Inspector | 13.65*** |
| 27008 - Corrections Officer | 21.73 |
| 27010 - Court Security Officer | 23.11 |
| 27030 - Detection Dog Handler | 16.31 |
| 27040 - Detention Officer | 21.73 |
| 27070 - Firefighter | 22.60 |
| 27101 - Guard I | 13.65*** |
| 27102 - Guard II | 16.31 |
| 27131 - Police Officer I | 25.91 |
| 27132 - Police Officer II | 28.80 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 12.48*** |
| 28042 - Carnival Equipment Repairer | 13.50*** |
| 28043 - Carnival Worker | 9.45*** |
| 28210 - Gate Attendant/Gate Tender | 15.38 |
| 28310 - Lifeguard | 13.70*** |
| 28350 - Park Attendant (Aide) | 17.20 |
| 28510 - Recreation Aide/Health Facility Attendant | 12.55*** |
| 28515 - Recreation Specialist | 21.31 |
| 28630 - Sports Official | 13.70*** |
| 28690 - Swimming Pool Operator | 20.48 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 21.04 |
| 29020 - Hatch Tender | 21.04 |
| 29030 - Line Handler | 21.04 |
| 29041 - Stevedore I | 19.85 |
| 29042 - Stevedore II | 21.61 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist Center (HFO) (see 2) | 40.29 |
| 30011 - Air Traffic Control Specialist Station (HFO) (see 2) | 27.78 |
| 30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) | 30.59 |
| 30021 - Archeological Technician I | 18.14 |
| 30022 - Archeological Technician II | 20.46 |
| 30023 - Archeological Technician III | 22.72 |
| 30030 - Cartographic Technician | 25.34 |
| 30040 - Civil Engineering Technician | 22.72 |
| 30051 - Cryogenic Technician I | 25.16 |
| 30052 - Cryogenic Technician II | 27.79 |
| 30061 - Drafter/CAD Operator I | 18.14 |
| 30062 - Drafter/CAD Operator II | 20.46 |
| 30063 - Drafter/CAD Operator III | 22.81 |
| 30064 - Drafter/CAD Operator IV | 28.07 |
| 30081 - Engineering Technician I | 16.70 |
| 30082 - Engineering Technician II | 18.75 |
| 30083 - Engineering Technician III | 20.98 |
| 30084 - Engineering Technician IV | 25.99 |
| 30085 - Engineering Technician V | 31.78 |
| 30086 - Engineering Technician VI | 38.46 |
| 30090 - Environmental Technician | 23.34 |
| 30095 - Evidence Control Specialist | 22.72 |
| 30210 - Laboratory Technician | 22.81 |
| 30221 - Latent Fingerprint Technician I | 25.16 |
| 30222 - Latent Fingerprint Technician II | 27.79 |
| 30240 - Mathematical Technician | 25.32 |
| 30361 - Paralegal/Legal Assistant I | 18.72 |
| 30362 - Paralegal/Legal Assistant II | 23.34 |
| 30363 - Paralegal/Legal Assistant III | 30.33 |

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|---|---------------|
| 30364 - Paralegal/Legal Assistant IV | 36.70 |
| 30375 - Petroleum Supply Specialist | 27.79 |
| 30390 - Photo-Optics Technician | 25.34 |
| 30395 - Radiation Control Technician | 27.79 |
| 30461 - Technical Writer I | 25.12 |
| 30462 - Technical Writer II | 29.25 |
| 30463 - Technical Writer III | 33.63 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 25.60 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 30.98 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 37.13 |
| 30494 - Unexploded (UXO) Safety Escort | 25.60 |
| 30495 - Unexploded (UXO) Sweep Personnel | 25.60 |
| 30501 - Weather Forecaster I | 28.07 |
| 30502 - Weather Forecaster II | 34.14 |
| 30620 - Weather Observer Combined Upper Air Or | (see 2) 23.15 |
| Surface Programs | |
| 30621 - Weather Observer Senior | (see 2) 25.34 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31010 - Airplane Pilot | 30.98 |
| 31020 - Bus Aide | 14.87*** |
| 31030 - Bus Driver | 20.56 |
| 31043 - Driver Courier | 16.91 |
| 31260 - Parking and Lot Attendant | 13.42*** |
| 31290 - Shuttle Bus Driver | 18.06 |
| 31310 - Taxi Driver | 11.90*** |
| 31361 - Truckdriver Light | 18.06 |
| 31362 - Truckdriver Medium | 20.00 |
| 31363 - Truckdriver Heavy | 23.70 |
| 31364 - Truckdriver Tractor-Trailer | 23.70 |
| 99000 - Miscellaneous Occupations | |
| 99020 - Cabin Safety Specialist | 15.10 |
| 99030 - Cashier | 10.67*** |
| 99050 - Desk Clerk | 12.25*** |
| 99095 - Embalmer | 33.31 |
| 99130 - Flight Follower | 25.60 |
| 99251 - Laboratory Animal Caretaker I | 19.84 |
| 99252 - Laboratory Animal Caretaker II | 21.47 |
| 99260 - Marketing Analyst | 29.54 |
| 99310 - Mortician | 33.31 |
| 99410 - Pest Controller | 23.01 |
| 99510 - Photofinishing Worker | 13.45*** |
| 99710 - Recycling Laborer | 20.12 |
| 99711 - Recycling Specialist | 23.45 |
| 99730 - Refuse Collector | 18.36 |
| 99810 - Sales Clerk | 12.24*** |
| 99820 - School Crossing Guard | 15.02 |
| 99830 - Survey Party Chief | 20.27 |
| 99831 - Surveying Aide | 11.56*** |
| 99832 - Surveying Technician | 17.36 |
| 99840 - Vending Machine Attendant | 19.84 |
| 99841 - Vending Machine Repairer | 24.66 |
| 99842 - Vending Machine Repairer Helper | 19.84 |

***Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 (\$15.00 per hour) or 13658 (\$11.25 per hour). Please see the Note at the top of the wage determination for more information. Please also note that the minimum wage requirements of Executive Order 14026 and 13658 are not currently being enforced as to contracts or contract-like instruments entered into with the federal government in connection with seasonal recreational services or seasonal recreational equipment rental for the general public on federal lands.

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.60 per hour up to 40 hours per week or \$184.00 per week or \$797.33 per month

HEALTH & WELFARE EO 13706: \$4.23 per hour up to 40 hours per week or \$169.20 per week or \$733.20 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 5 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Juneteenth National Independence Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than \$27.63 (or on a salary or fee basis at a rate not less than \$455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541.400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds \$27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees

who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

**** HAZARDOUS PAY DIFFERENTIAL ****

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary

affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However in those instances where the uniforms furnished are made of "wash and wear" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

**** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS ****

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

**** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) ****

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR 4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).
- 4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

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| "REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor | U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210 |
| Daniel W. Simms Director | Division of Wage Determinations |
| | Wage Determination No.: 2015-4235 Revision No.: 19 Date Of Last Revision: 03/15/2022 |

Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

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| If the contract is entered into on or after January 30 2022 or the contract is renewed or extended (e.g. an option is exercised) on or after January 30 2022: | With certain exceptions Executive Order 14026 applies to the contract. The contractor must pay all covered workers at least \$15.00 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in 2022. |
| If the contract was awarded on or between January 1 2015 and January 29 2022 and the contract is not renewed or extended on or after January 30 2022: | With certain exceptions Executive Order 13658 applies to the contract. The contractor must pay all covered workers at least \$11.25 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in 2022. |

The applicable Executive Order minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the Executive Orders is available at <https://www.dol.gov/agencies/whd/government-contracts>.

State: Pennsylvania

Area: Pennsylvania Counties of Allegheny Armstrong Beaver Butler Fayette Washington Westmoreland

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE | TITLE | FOOTNOTE | RATE |
|---|---------------------------------------|----------|----------|
| 01000 - Administrative Support And Clerical Occupations | | | |
| 01011 | - Accounting Clerk I | | 15.05 |
| 01012 | - Accounting Clerk II | | 16.92 |
| 01013 | - Accounting Clerk III | | 20.33 |
| 01020 | - Administrative Assistant | | 28.43 |
| 01035 | - Court Reporter | | 21.52 |
| 01041 | - Customer Service Representative I | | 14.81*** |
| 01042 | - Customer Service Representative II | | 16.65 |
| 01043 | - Customer Service Representative III | | 18.17 |
| 01051 | - Data Entry Operator I | | 14.82*** |
| 01052 | - Data Entry Operator II | | 16.17 |
| 01060 | - Dispatcher Motor Vehicle | | 21.11 |
| 01070 | - Document Preparation Clerk | | 18.25 |
| 01090 | - Duplicating Machine Operator | | 18.25 |
| 01111 | - General Clerk I | | 14.84*** |
| 01112 | - General Clerk II | | 16.20 |

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| 01113 - General Clerk III | 18.18 |
| 01120 - Housing Referral Assistant | 22.17 |
| 01141 - Messenger Courier | 13.92*** |
| 01191 - Order Clerk I | 16.41 |
| 01192 - Order Clerk II | 17.91 |
| 01261 - Personnel Assistant (Employment) I | 16.39 |
| 01262 - Personnel Assistant (Employment) II | 18.33 |
| 01263 - Personnel Assistant (Employment) III | 20.43 |
| 01270 - Production Control Clerk | 23.89 |
| 01290 - Rental Clerk | 15.53 |
| 01300 - Scheduler Maintenance | 17.77 |
| 01311 - Secretary I | 17.77 |
| 01312 - Secretary II | 19.88 |
| 01313 - Secretary III | 22.17 |
| 01320 - Service Order Dispatcher | 18.88 |
| 01410 - Supply Technician | 28.43 |
| 01420 - Survey Worker | 17.73 |
| 01460 - Switchboard Operator/Receptionist | 13.65*** |
| 01531 - Travel Clerk I | 16.79 |
| 01532 - Travel Clerk II | 18.02 |
| 01533 - Travel Clerk III | 19.33 |
| 01611 - Word Processor I | 14.59*** |
| 01612 - Word Processor II | 16.39 |
| 01613 - Word Processor III | 18.33 |
| 05000 - Automotive Service Occupations | |
| 05005 - Automobile Body Repairer Fiberglass | 22.14 |
| 05010 - Automotive Electrician | 19.36 |
| 05040 - Automotive Glass Installer | 18.34 |
| 05070 - Automotive Worker | 18.34 |
| 05110 - Mobile Equipment Servicer | 16.23 |
| 05130 - Motor Equipment Metal Mechanic | 20.26 |
| 05160 - Motor Equipment Metal Worker | 18.34 |
| 05190 - Motor Vehicle Mechanic | 20.26 |
| 05220 - Motor Vehicle Mechanic Helper | 15.23 |
| 05250 - Motor Vehicle Upholstery Worker | 17.32 |
| 05280 - Motor Vehicle Wrecker | 18.34 |
| 05310 - Painter Automotive | 19.36 |
| 05340 - Radiator Repair Specialist | 18.34 |
| 05370 - Tire Repairer | 14.74*** |
| 05400 - Transmission Repair Specialist | 20.26 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 13.27*** |
| 07041 - Cook I | 14.51*** |
| 07042 - Cook II | 16.40 |
| 07070 - Dishwasher | 11.43*** |
| 07130 - Food Service Worker | 11.13*** |
| 07210 - Meat Cutter | 16.89 |
| 07260 - Waiter/Waitress | 11.36*** |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 18.56 |
| 09040 - Furniture Handler | 12.62*** |
| 09080 - Furniture Refinisher | 17.27 |
| 09090 - Furniture Refinisher Helper | 13.89*** |
| 09110 - Furniture Repairer Minor | 15.47 |
| 09130 - Upholsterer | 19.95 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner Vehicles | 11.90*** |
| 11060 - Elevator Operator | 13.78*** |
| 11090 - Gardener | 17.74 |
| 11122 - Housekeeping Aide | 13.78*** |
| 11150 - Janitor | 13.78*** |
| 11210 - Laborer Grounds Maintenance | 14.40*** |
| 11240 - Maid or Houseman | 12.46*** |
| 11260 - Pruner | 13.31*** |
| 11270 - Tractor Operator | 16.58 |

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| 11330 - Trail Maintenance Worker | 14.40*** |
| 11360 - Window Cleaner | 14.91*** |
| 12000 Health Occupations | |
| 12010 - Ambulance Driver | 17.53 |
| 12011 - Breath Alcohol Technician | 19.73 |
| 12012 - Certified Occupational Therapist Assistant | 26.67 |
| 12015 - Certified Physical Therapist Assistant | 27.30 |
| 12020 - Dental Assistant | 19.11 |
| 12025 - Dental Hygienist | 31.86 |
| 12030 - EKG Technician | 25.47 |
| 12035 - Electroneurodiagnostic Technologist | 25.47 |
| 12040 - Emergency Medical Technician | 17.53 |
| 12071 - Licensed Practical Nurse I | 17.64 |
| 12072 - Licensed Practical Nurse II | 19.73 |
| 12073 - Licensed Practical Nurse III | 21.99 |
| 12100 - Medical Assistant | 15.81 |
| 12130 - Medical Laboratory Technician | 25.32 |
| 12160 - Medical Record Clerk | 17.09 |
| 12190 - Medical Record Technician | 21.22 |
| 12195 - Medical Transcriptionist | 18.08 |
| 12210 - Nuclear Medicine Technologist | 32.37 |
| 12221 - Nursing Assistant I | 12.36*** |
| 12222 - Nursing Assistant II | 13.89*** |
| 12223 - Nursing Assistant III | 15.16 |
| 12224 - Nursing Assistant IV | 17.03 |
| 12235 - Optical Dispenser | 17.49 |
| 12236 - Optical Technician | 16.06 |
| 12250 - Pharmacy Technician | 14.37*** |
| 12280 - Phlebotomist | 17.50 |
| 12305 - Radiologic Technologist | 25.99 |
| 12311 - Registered Nurse I | 25.80 |
| 12312 - Registered Nurse II | 31.55 |
| 12313 - Registered Nurse II Specialist | 31.55 |
| 12314 - Registered Nurse III | 38.17 |
| 12315 - Registered Nurse III Anesthetist | 38.17 |
| 12316 - Registered Nurse IV | 45.75 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 24.42 |
| 12320 - Substance Abuse Treatment Counselor | 22.07 |
| 13000 Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 21.25 |
| 13012 - Exhibits Specialist II | 27.77 |
| 13013 - Exhibits Specialist III | 29.81 |
| 13041 - Illustrator I | 19.11 |
| 13042 - Illustrator II | 24.36 |
| 13043 - Illustrator III | 28.24 |
| 13047 - Librarian | 27.72 |
| 13050 - Library Aide/Clerk | 10.34*** |
| 13054 - Library Information Technology Systems Administrator | 25.03 |
| 13058 - Library Technician | 16.06 |
| 13061 - Media Specialist I | 18.07 |
| 13062 - Media Specialist II | 20.20 |
| 13063 - Media Specialist III | 22.52 |
| 13071 - Photographer I | 14.91*** |
| 13072 - Photographer II | 18.25 |
| 13073 - Photographer III | 21.51 |
| 13074 - Photographer IV | 25.29 |
| 13075 - Photographer V | 30.59 |
| 13090 - Technical Order Library Clerk | 12.96*** |
| 13110 - Video Teleconference Technician | 23.14 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 17.49 |
| 14042 - Computer Operator II | 19.57 |
| 14043 - Computer Operator III | 21.82 |
| 14044 - Computer Operator IV | 24.26 |

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| 14045 - Computer Operator V | 26.85 |
| 14071 - Computer Programmer I | (see 1) 22.73 |
| 14072 - Computer Programmer II | (see 1) |
| 14073 - Computer Programmer III | (see 1) |
| 14074 - Computer Programmer IV | (see 1) |
| 14101 - Computer Systems Analyst I | (see 1) |
| 14102 - Computer Systems Analyst II | (see 1) |
| 14103 - Computer Systems Analyst III | (see 1) |
| 14150 - Peripheral Equipment Operator | 17.49 |
| 14160 - Personal Computer Support Technician | 24.26 |
| 14170 - System Support Specialist | 31.09 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 28.72 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 34.74 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 41.65 |
| 15050 - Computer Based Training Specialist / Instructor | 28.12 |
| 15060 - Educational Technologist | 31.06 |
| 15070 - Flight Instructor (Pilot) | 41.65 |
| 15080 - Graphic Artist | 26.67 |
| 15085 - Maintenance Test Pilot Fixed Jet/Prop | 41.65 |
| 15086 - Maintenance Test Pilot Rotary Wing | 41.65 |
| 15088 - Non-Maintenance Test/Co-Pilot | 41.65 |
| 15090 - Technical Instructor | 23.57 |
| 15095 - Technical Instructor/Course Developer | 28.83 |
| 15110 - Test Proctor | 19.02 |
| 15120 - Tutor | 19.02 |
| 16000 - Laundry Dry-Cleaning Pressing And Related Occupations | |
| 16010 - Assembler | 10.68*** |
| 16030 - Counter Attendant | 10.68*** |
| 16040 - Dry Cleaner | 13.33*** |
| 16070 - Finisher Flatwork Machine | 10.68*** |
| 16090 - Presser Hand | 10.68*** |
| 16110 - Presser Machine Drycleaning | 10.68*** |
| 16130 - Presser Machine Shirts | 10.68*** |
| 16160 - Presser Machine Wearing Apparel Laundry | 10.68*** |
| 16190 - Sewing Machine Operator | 14.19*** |
| 16220 - Tailor | 15.07 |
| 16250 - Washer Machine | 11.56*** |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 19.35 |
| 19040 - Tool And Die Maker | 22.78 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 20.33 |
| 21030 - Material Coordinator | 23.89 |
| 21040 - Material Expediter | 23.89 |
| 21050 - Material Handling Laborer | 18.10 |
| 21071 - Order Filler | 15.28 |
| 21080 - Production Line Worker (Food Processing) | 20.33 |
| 21110 - Shipping Packer | 17.33 |
| 21130 - Shipping/Receiving Clerk | 17.33 |
| 21140 - Store Worker I | 15.62 |
| 21150 - Stock Clerk | 19.81 |
| 21210 - Tools And Parts Attendant | 20.33 |
| 21410 - Warehouse Specialist | 20.33 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 37.80 |
| 23019 - Aircraft Logs and Records Technician | 31.86 |
| 23021 - Aircraft Mechanic I | 36.30 |
| 23022 - Aircraft Mechanic II | 37.80 |
| 23023 - Aircraft Mechanic III | 39.61 |
| 23040 - Aircraft Mechanic Helper | 28.70 |
| 23050 - Aircraft Painter | 35.57 |
| 23060 - Aircraft Servicer | 31.86 |
| 23070 - Aircraft Survival Flight Equipment Technician | 35.57 |
| 23080 - Aircraft Worker | 33.67 |

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| 23091 - Aircrew Life Support Equipment (ALSE) Mechanic I | 33.67 |
| 23092 - Aircrew Life Support Equipment (ALSE) Mechanic II | 36.30 |
| 23110 - Appliance Mechanic | 27.60 |
| 23120 - Bicycle Repairer | 13.96*** |
| 23125 - Cable Splicer | 40.15 |
| 23130 - Carpenter Maintenance | 29.80 |
| 23140 - Carpet Layer | 21.70 |
| 23160 - Electrician Maintenance | 32.52 |
| 23181 - Electronics Technician Maintenance I | 26.94 |
| 23182 - Electronics Technician Maintenance II | 28.42 |
| 23183 - Electronics Technician Maintenance III | 29.76 |
| 23260 - Fabric Worker | 24.96 |
| 23290 - Fire Alarm System Mechanic | 25.43 |
| 23310 - Fire Extinguisher Repairer | 23.38 |
| 23311 - Fuel Distribution System Mechanic | 35.32 |
| 23312 - Fuel Distribution System Operator | 28.29 |
| 23370 - General Maintenance Worker | 20.53 |
| 23380 - Ground Support Equipment Mechanic | 36.30 |
| 23381 - Ground Support Equipment Servicer | 31.86 |
| 23382 - Ground Support Equipment Worker | 33.67 |
| 23391 - Gunsmith I | 23.38 |
| 23392 - Gunsmith II | 26.43 |
| 23393 - Gunsmith III | 29.19 |
| 23410 - Heating Ventilation And Air-Conditioning Mechanic | 26.98 |
| 23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) | 27.95 |
| 23430 - Heavy Equipment Mechanic | 27.12 |
| 23440 - Heavy Equipment Operator | 28.01 |
| 23460 - Instrument Mechanic | 29.76 |
| 23465 - Laboratory/Shelter Mechanic | 27.89 |
| 23470 - Laborer | 15.28 |
| 23510 - Locksmith | 24.51 |
| 23530 - Machinery Maintenance Mechanic | 26.97 |
| 23550 - Machinist Maintenance | 21.41 |
| 23580 - Maintenance Trades Helper | 16.43 |
| 23591 - Metrology Technician I | 29.76 |
| 23592 - Metrology Technician II | 30.83 |
| 23593 - Metrology Technician III | 32.18 |
| 23640 - Millwright | 29.77 |
| 23710 - Office Appliance Repairer | 19.71 |
| 23760 - Painter Maintenance | 22.89 |
| 23790 - Pipefitter Maintenance | 30.46 |
| 23810 - Plumber Maintenance | 29.09 |
| 23820 - Pneudraulic Systems Mechanic | 29.19 |
| 23850 - Rigger | 28.12 |
| 23870 - Scale Mechanic | 26.43 |
| 23890 - Sheet-Metal Worker Maintenance | 31.34 |
| 23910 - Small Engine Mechanic | 17.11 |
| 23931 - Telecommunications Mechanic I | 30.07 |
| 23932 - Telecommunications Mechanic II | 31.15 |
| 23950 - Telephone Lineman | 37.75 |
| 23960 - Welder Combination Maintenance | 23.58 |
| 23965 - Well Driller | 24.51 |
| 23970 - Woodcraft Worker | 29.19 |
| 23980 - Woodworker | 23.38 |
| 24000 - Personal Needs Occupations | |
| 24550 - Case Manager | 16.65 |
| 24570 - Child Care Attendant | 11.09*** |
| 24580 - Child Care Center Clerk | 13.82*** |
| 24610 - Chore Aide | 12.20*** |
| 24620 - Family Readiness And Support Services Coordinator | 16.65 |

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| 24630 - Homemaker | 16.65 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 27.84 |
| 25040 - Sewage Plant Operator | 28.67 |
| 25070 - Stationary Engineer | 27.84 |
| 25190 - Ventilation Equipment Tender | 20.84 |
| 25210 - Water Treatment Plant Operator | 28.67 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 21.73 |
| 27007 - Baggage Inspector | 13.60*** |
| 27008 - Corrections Officer | 29.32 |
| 27010 - Court Security Officer | 29.11 |
| 27030 - Detection Dog Handler | 15.21 |
| 27040 - Detention Officer | 29.32 |
| 27070 - Firefighter | 28.89 |
| 27101 - Guard I | 13.60*** |
| 27102 - Guard II | 15.21 |
| 27131 - Police Officer I | 28.79 |
| 27132 - Police Officer II | 32.00 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 11.56*** |
| 28042 - Carnival Equipment Repairer | 12.36*** |
| 28043 - Carnival Worker | 9.28*** |
| 28210 - Gate Attendant/Gate Tender | 13.83*** |
| 28310 - Lifeguard | 10.94*** |
| 28350 - Park Attendant (Aide) | 15.47 |
| 28510 - Recreation Aide/Health Facility Attendant | 11.29*** |
| 28515 - Recreation Specialist | 18.74 |
| 28630 - Sports Official | 12.32*** |
| 28690 - Swimming Pool Operator | 18.27 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 23.40 |
| 29020 - Hatch Tender | 23.40 |
| 29030 - Line Handler | 23.40 |
| 29041 - Stevedore I | 22.11 |
| 29042 - Stevedore II | 24.66 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist Center (HFO) (see 2) | 41.49 |
| 30011 - Air Traffic Control Specialist Station (HFO) (see 2) | 28.60 |
| 30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) | 31.50 |
| 30021 - Archeological Technician I | 18.25 |
| 30022 - Archeological Technician II | 20.41 |
| 30023 - Archeological Technician III | 24.87 |
| 30030 - Cartographic Technician | 25.30 |
| 30040 - Civil Engineering Technician | 28.94 |
| 30051 - Cryogenic Technician I | 26.59 |
| 30052 - Cryogenic Technician II | 28.76 |
| 30061 - Drafter/CAD Operator I | 18.25 |
| 30062 - Drafter/CAD Operator II | 20.41 |
| 30063 - Drafter/CAD Operator III | 22.77 |
| 30064 - Drafter/CAD Operator IV | 28.00 |
| 30081 - Engineering Technician I | 16.06 |
| 30082 - Engineering Technician II | 18.06 |
| 30083 - Engineering Technician III | 20.98 |
| 30084 - Engineering Technician IV | 24.78 |
| 30085 - Engineering Technician V | 30.31 |
| 30086 - Engineering Technician VI | 36.67 |
| 30090 - Environmental Technician | 23.52 |
| 30095 - Evidence Control Specialist | 23.52 |
| 30210 - Laboratory Technician | 21.77 |
| 30221 - Latent Fingerprint Technician I | 25.94 |
| 30222 - Latent Fingerprint Technician II | 28.66 |
| 30240 - Mathematical Technician | 27.83 |
| 30361 - Paralegal/Legal Assistant I | 19.93 |
| 30362 - Paralegal/Legal Assistant II | 24.70 |

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| 30363 - Paralegal/Legal Assistant III | 30.21 |
| 30364 - Paralegal/Legal Assistant IV | 35.70 |
| 30375 - Petroleum Supply Specialist | 28.76 |
| 30390 - Photo-Optics Technician | 26.70 |
| 30395 - Radiation Control Technician | 28.66 |
| 30461 - Technical Writer I | 23.84 |
| 30462 - Technical Writer II | 29.16 |
| 30463 - Technical Writer III | 35.28 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 26.36 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 31.90 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 38.23 |
| 30494 - Unexploded (UXO) Safety Escort | 26.36 |
| 30495 - Unexploded (UXO) Sweep Personnel | 26.36 |
| 30501 - Weather Forecaster I | 26.60 |
| 30502 - Weather Forecaster II | 31.68 |
| 30620 - Weather Observer Combined Upper Air Or Surface Programs | (see 2) 22.77 |
| 30621 - Weather Observer Senior | (see 2) 25.30 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31010 - Airplane Pilot | 31.90 |
| 31020 - Bus Aide | 19.42 |
| 31030 - Bus Driver | 24.49 |
| 31043 - Driver Courier | 15.09 |
| 31260 - Parking and Lot Attendant | 12.28*** |
| 31290 - Shuttle Bus Driver | 16.53 |
| 31310 - Taxi Driver | 13.66*** |
| 31361 - Truckdriver Light | 16.15 |
| 31362 - Truckdriver Medium | 17.23 |
| 31363 - Truckdriver Heavy | 24.01 |
| 31364 - Truckdriver Tractor-Trailer | 24.01 |
| 99000 - Miscellaneous Occupations | |
| 99020 - Cabin Safety Specialist | 15.55 |
| 99030 - Cashier | 10.69*** |
| 99050 - Desk Clerk | 12.20*** |
| 99095 - Embalmer | 27.76 |
| 99130 - Flight Follower | 26.36 |
| 99251 - Laboratory Animal Caretaker I | 14.83*** |
| 99252 - Laboratory Animal Caretaker II | 15.87 |
| 99260 - Marketing Analyst | 31.34 |
| 99310 - Mortician | 27.76 |
| 99410 - Pest Controller | 19.63 |
| 99510 - Photofinishing Worker | 15.95 |
| 99710 - Recycling Laborer | 21.32 |
| 99711 - Recycling Specialist | 24.55 |
| 99730 - Refuse Collector | 19.71 |
| 99810 - Sales Clerk | 12.44*** |
| 99820 - School Crossing Guard | 13.46*** |
| 99830 - Survey Party Chief | 25.49 |
| 99831 - Surveying Aide | 15.19 |
| 99832 - Surveying Technician | 23.17 |
| 99840 - Vending Machine Attendant | 14.01*** |
| 99841 - Vending Machine Repairer | 16.78 |
| 99842 - Vending Machine Repairer Helper | 14.01*** |

***Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 (\$15.00 per hour) or 13658 (\$11.25 per hour). Please see the Note at the top of the wage determination for more information. Please also note that the minimum wage requirements of Executive Order 14026 and 13658 are not currently being enforced as to contracts or contract-like instruments entered into with the federal government in connection with seasonal recreational services or seasonal recreational equipment rental for the general public on federal lands.

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.60 per hour up to 40 hours per week or \$184.00 per week or \$797.33 per month

HEALTH & WELFARE EO 13706: \$4.23 per hour up to 40 hours per week or \$169.20 per week or \$733.20 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 8 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (See 29 CFR 4.173)

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Juneteenth National Independence Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than \$27.63 (or on a salary or fee basis at a rate not less than \$455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541.400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds \$27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer

professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

**** HAZARDOUS PAY DIFFERENTIAL ****

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining

agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

**** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS ****

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

**** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) ****

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR 4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).
- 4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour Division's decision to the

contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

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| "REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor | U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210 Wage Determination No.: 2015-5791 Revision No.: 18 Date Of Last Revision: 03/15/2022 |
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Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

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| If the contract is entered into on or after January 30 2022 or the contract is renewed or extended (e.g. an option is exercised) on or after January 30 2022: | With certain exceptions Executive Order 14026 applies to the contract. The contractor must pay all covered workers at least \$15.00 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in 2022. |
| If the contract was awarded on or between January 1 2015 and January 29 2022 and the contract is not renewed or extended on or after January 30 2022: | With certain exceptions Executive Order 13658 applies to the contract. The contractor must pay all covered workers at least \$11.25 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in 2022. |

The applicable Executive Order minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the Executive Orders is available at <https://www.dol.gov/agencies/whd/government-contracts>.

State: Pennsylvania

Area: Pennsylvania Counties of Bucks Chester Montgomery

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 17.54 |
| 01012 - Accounting Clerk II | | 19.70 |
| 01013 - Accounting Clerk III | | 22.03 |
| 01020 - Administrative Assistant | | 32.88 |
| 01035 - Court Reporter | | 28.93 |
| 01041 - Customer Service Representative I | | 15.39 |
| 01042 - Customer Service Representative II | | 16.79 |
| 01043 - Customer Service Representative III | | 18.86 |
| 01051 - Data Entry Operator I | | 15.95 |
| 01052 - Data Entry Operator II | | 17.40 |
| 01060 - Dispatcher Motor Vehicle | | 19.64 |
| 01070 - Document Preparation Clerk | | 17.38 |
| 01090 - Duplicating Machine Operator | | 17.38 |
| 01111 - General Clerk I | | 15.38 |
| 01112 - General Clerk II | | 16.78 |
| 01113 - General Clerk III | | 18.85 |

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| 01120 - Housing Referral Assistant | 24.11 |
| 01141 - Messenger Courier | 14.34*** |
| 01191 - Order Clerk I | 15.99 |
| 01192 - Order Clerk II | 17.44 |
| 01261 - Personnel Assistant (Employment) I | 16.85 |
| 01262 - Personnel Assistant (Employment) II | 18.84 |
| 01263 - Personnel Assistant (Employment) III | 21.00 |
| 01270 - Production Control Clerk | 24.18 |
| 01290 - Rental Clerk | 17.08 |
| 01300 - Scheduler Maintenance | 19.12 |
| 01311 - Secretary I | 19.12 |
| 01312 - Secretary II | 21.84 |
| 01313 - Secretary III | 24.11 |
| 01320 - Service Order Dispatcher | 17.55 |
| 01410 - Supply Technician | 32.88 |
| 01420 - Survey Worker | 18.11 |
| 01460 - Switchboard Operator/Receptionist | 15.77 |
| 01531 - Travel Clerk I | 17.17 |
| 01532 - Travel Clerk II | 18.16 |
| 01533 - Travel Clerk III | 19.39 |
| 01611 - Word Processor I | 15.94 |
| 01612 - Word Processor II | 17.89 |
| 01613 - Word Processor III | 20.03 |
| 05000 - Automotive Service Occupations | |
| 05005 - Automobile Body Repairer Fiberglass | 24.93 |
| 05010 - Automotive Electrician | 22.03 |
| 05040 - Automotive Glass Installer | 20.34 |
| 05070 - Automotive Worker | 21.11 |
| 05110 - Mobile Equipment Servicer | 19.63 |
| 05130 - Motor Equipment Metal Mechanic | 22.83 |
| 05160 - Motor Equipment Metal Worker | 21.22 |
| 05190 - Motor Vehicle Mechanic | 22.83 |
| 05220 - Motor Vehicle Mechanic Helper | 18.71 |
| 05250 - Motor Vehicle Upholstery Worker | 20.54 |
| 05280 - Motor Vehicle Wrecker | 21.22 |
| 05310 - Painter Automotive | 22.14 |
| 05340 - Radiator Repair Specialist | 21.22 |
| 05370 - Tire Repairer | 14.89*** |
| 05400 - Transmission Repair Specialist | 23.49 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 13.96*** |
| 07041 - Cook I | 17.11 |
| 07042 - Cook II | 18.84 |
| 07070 - Dishwasher | 11.41*** |
| 07130 - Food Service Worker | 11.88*** |
| 07210 - Meat Cutter | 21.72 |
| 07260 - Waiter/Waitress | 11.39*** |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 20.52 |
| 09040 - Furniture Handler | 19.71 |
| 09080 - Furniture Refinisher | 25.87 |
| 09090 - Furniture Refinisher Helper | 22.09 |
| 09110 - Furniture Repairer Minor | 24.02 |
| 09130 - Upholsterer | 23.17 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner Vehicles | 12.81*** |
| 11060 - Elevator Operator | 14.42*** |
| 11090 - Gardener | 20.11 |
| 11122 - Housekeeping Aide | 14.42*** |
| 11150 - Janitor | 14.42*** |
| 11210 - Laborer Grounds Maintenance | 16.44 |
| 11240 - Maid or Houseman | 13.48*** |
| 11260 - Pruner | 15.18 |
| 11270 - Tractor Operator | 18.94 |
| 11330 - Trail Maintenance Worker | 16.44 |

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| 11360 - Window Cleaner | 15.62 |
| 12000 - Health Occupations | |
| 12010 Ambulance Driver | 19.23 |
| 12011 - Breath Alcohol Technician | 25.00 |
| 12012 - Certified Occupational Therapist Assistant | 29.44 |
| 12015 - Certified Physical Therapist Assistant | 29.87 |
| 12020 Dental Assistant | 20.30 |
| 12025 - Dental Hygienist | 40.58 |
| 12030 - EKG Technician | 30.31 |
| 12035 - Electroneurodiagnostic Technologist | 30.31 |
| 12040 Emergency Medical Technician | 19.23 |
| 12071 - Licensed Practical Nurse I | 22.36 |
| 12072 - Licensed Practical Nurse II | 25.00 |
| 12073 - Licensed Practical Nurse III | 27.87 |
| 12100 Medical Assistant | 17.42 |
| 12130 - Medical Laboratory Technician | 27.70 |
| 12160 - Medical Record Clerk | 19.70 |
| 12190 - Medical Record Technician | 22.09 |
| 12195 Medical Transcriptionist | 18.00 |
| 12210 - Nuclear Medicine Technologist | 38.60 |
| 12221 - Nursing Assistant I | 12.80*** |
| 12222 - Nursing Assistant II | 14.38*** |
| 12223 Nursing Assistant III | 15.69 |
| 12224 - Nursing Assistant IV | 17.62 |
| 12235 - Optical Dispenser | 21.62 |
| 12236 - Optical Technician | 18.92 |
| 12250 Pharmacy Technician | 15.59 |
| 12280 - Phlebotomist | 18.63 |
| 12305 - Radiologic Technologist | 29.47 |
| 12311 - Registered Nurse I | 29.51 |
| 12312 Registered Nurse II | 32.76 |
| 12313 - Registered Nurse II Specialist | 32.76 |
| 12314 - Registered Nurse III | 39.32 |
| 12315 - Registered Nurse III Anesthetist | 39.32 |
| 12316 Registered Nurse IV | 47.11 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 30.96 |
| 12320 - Substance Abuse Treatment Counselor | 23.73 |
| 13000 - Information And Arts Occupations | |
| 13011 Exhibits Specialist I | 21.74 |
| 13012 - Exhibits Specialist II | 28.77 |
| 13013 - Exhibits Specialist III | 35.16 |
| 13041 - Illustrator I | 22.94 |
| 13042 Illustrator II | 30.61 |
| 13043 - Illustrator III | 37.43 |
| 13047 - Librarian | 31.00 |
| 13050 - Library Aide/Clerk | 16.83 |
| 13054 Library Information Technology Systems Administrator | 27.98 |
| 13058 - Library Technician | 19.39 |
| 13061 - Media Specialist I | 19.99 |
| 13062 Media Specialist II | 22.37 |
| 13063 - Media Specialist III | 24.93 |
| 13071 - Photographer I | 19.31 |
| 13072 - Photographer II | 21.62 |
| 13073 Photographer III | 26.78 |
| 13074 - Photographer IV | 32.76 |
| 13075 - Photographer V | 39.63 |
| 13090 - Technical Order Library Clerk | 19.88 |
| 13110 Video Teleconference Technician | 23.64 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 20.35 |
| 14042 - Computer Operator II | 22.77 |
| 14043 Computer Operator III | 25.37 |
| 14044 - Computer Operator IV | 28.20 |
| 14045 - Computer Operator V | 31.23 |

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|---|---------|----------|
| 14071 - Computer Programmer I | (see 1) | |
| 14072 - Computer Programmer II | (see 1) | |
| 14073 - Computer Programmer III | (see 1) | |
| 14074 - Computer Programmer IV | (see 1) | |
| 14101 - Computer Systems Analyst I | (see 1) | |
| 14102 - Computer Systems Analyst II | (see 1) | |
| 14103 - Computer Systems Analyst III | (see 1) | |
| 14150 - Peripheral Equipment Operator | | 20.35 |
| 14160 - Personal Computer Support Technician | | 28.20 |
| 14170 - System Support Specialist | | 33.55 |
| 15000 - Instructional Occupations | | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | | 33.58 |
| 15020 - Aircrew Training Devices Instructor (Rated) | | 40.64 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | | 48.70 |
| 15050 - Computer Based Training Specialist / Instructor | | 33.58 |
| 15060 - Educational Technologist | | 34.07 |
| 15070 - Flight Instructor (Pilot) | | 48.70 |
| 15080 - Graphic Artist | | 28.17 |
| 15085 - Maintenance Test Pilot Fixed Jet/Prop | | 48.70 |
| 15086 - Maintenance Test Pilot Rotary Wing | | 48.70 |
| 15088 - Non-Maintenance Test/Co-Pilot | | 48.70 |
| 15090 - Technical Instructor | | 27.19 |
| 15095 - Technical Instructor/Course Developer | | 33.25 |
| 15110 - Test Proctor | | 21.94 |
| 15120 - Tutor | | 21.94 |
| 16000 - Laundry Dry-Cleaning Pressing And Related Occupations | | |
| 16010 - Assembler | | 13.13*** |
| 16030 - Counter Attendant | | 13.13*** |
| 16040 - Dry Cleaner | | 15.02 |
| 16070 - Finisher Flatwork Machine | | 13.13*** |
| 16090 - Presser Hand | | 13.13*** |
| 16110 - Presser Machine Drycleaning | | 13.13*** |
| 16130 - Presser Machine Shirts | | 13.13*** |
| 16160 - Presser Machine Wearing Apparel Laundry | | 13.13*** |
| 16190 - Sewing Machine Operator | | 15.65 |
| 16220 - Tailor | | 16.48 |
| 16250 - Washer Machine | | 13.76*** |
| 19000 - Machine Tool Operation And Repair Occupations | | |
| 19010 - Machine-Tool Operator (Tool Room) | | 25.24 |
| 19040 - Tool And Die Maker | | 29.17 |
| 21000 - Materials Handling And Packing Occupations | | |
| 21020 - Forklift Operator | | 19.21 |
| 21030 - Material Coordinator | | 24.18 |
| 21040 - Material Expediter | | 24.18 |
| 21050 - Material Handling Laborer | | 14.91*** |
| 21071 - Order Filler | | 15.27 |
| 21080 - Production Line Worker (Food Processing) | | 19.21 |
| 21110 - Shipping Packer | | 16.81 |
| 21130 - Shipping/Receiving Clerk | | 16.81 |
| 21140 - Store Worker I | | 17.10 |
| 21150 - Stock Clerk | | 21.29 |
| 21210 - Tools And Parts Attendant | | 19.21 |
| 21410 - Warehouse Specialist | | 19.21 |
| 23000 - Mechanics And Maintenance And Repair Occupations | | |
| 23010 - Aerospace Structural Welder | | 37.42 |
| 23019 - Aircraft Logs and Records Technician | | 32.30 |
| 23021 - Aircraft Mechanic I | | 36.03 |
| 23022 - Aircraft Mechanic II | | 37.42 |
| 23023 - Aircraft Mechanic III | | 38.62 |
| 23040 - Aircraft Mechanic Helper | | 29.08 |
| 23050 - Aircraft Painter | | 34.77 |
| 23060 - Aircraft Servicer | | 32.30 |
| 23070 - Aircraft Survival Flight Equipment Technician | | 34.77 |
| 23080 - Aircraft Worker | | 33.56 |
| 23091 - Aircrew Life Support Equipment (ALSE) Mechanic | | 33.56 |

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| 23092 - Aircrew Life Support Equipment (ALSE) Mechanic | 36.03 |
| II | |
| 23110 - Appliance Mechanic | 22.18 |
| 23120 - Bicycle Repairer | 18.28 |
| 23125 - Cable Splicer | 41.54 |
| 23130 - Carpenter Maintenance | 28.13 |
| 23140 - Carpet Layer | 26.55 |
| 23160 - Electrician Maintenance | 34.30 |
| 23181 - Electronics Technician Maintenance I | 28.22 |
| 23182 - Electronics Technician Maintenance II | 29.46 |
| 23183 - Electronics Technician Maintenance III | 30.59 |
| 23260 - Fabric Worker | 27.57 |
| 23290 - Fire Alarm System Mechanic | 26.12 |
| 23310 - Fire Extinguisher Repairer | 24.88 |
| 23311 - Fuel Distribution System Mechanic | 29.89 |
| 23312 - Fuel Distribution System Operator | 25.62 |
| 23370 - General Maintenance Worker | 21.92 |
| 23380 - Ground Support Equipment Mechanic | 36.03 |
| 23381 - Ground Support Equipment Servicer | 32.30 |
| 23382 - Ground Support Equipment Worker | 33.56 |
| 23391 - Gunsmith I | 24.88 |
| 23392 - Gunsmith II | 27.40 |
| 23393 - Gunsmith III | 29.70 |
| 23410 - Heating Ventilation And Air-Conditioning Mechanic | 28.06 |
| 23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) | 29.19 |
| 23430 - Heavy Equipment Mechanic | 27.38 |
| 23440 - Heavy Equipment Operator | 30.61 |
| 23460 - Instrument Mechanic | 33.00 |
| 23465 - Laboratory/Shelter Mechanic | 28.60 |
| 23470 - Laborer | 15.83 |
| 23510 - Locksmith | 32.33 |
| 23530 - Machinery Maintenance Mechanic | 29.09 |
| 23550 - Machinist Maintenance | 27.78 |
| 23580 - Maintenance Trades Helper | 18.52 |
| 23591 - Metrology Technician I | 33.00 |
| 23592 - Metrology Technician II | 34.29 |
| 23593 - Metrology Technician III | 35.38 |
| 23640 - Millwright | 30.50 |
| 23710 - Office Appliance Repairer | 23.06 |
| 23760 - Painter Maintenance | 23.35 |
| 23790 - Pipefitter Maintenance | 30.24 |
| 23810 - Plumber Maintenance | 28.98 |
| 23820 - Pneudraulic Systems Mechanic | 29.70 |
| 23850 - Rigger | 28.78 |
| 23870 - Scale Mechanic | 27.40 |
| 23890 - Sheet-Metal Worker Maintenance | 32.08 |
| 23910 - Small Engine Mechanic | 19.57 |
| 23931 - Telecommunications Mechanic I | 28.70 |
| 23932 - Telecommunications Mechanic II | 29.85 |
| 23950 - Telephone Lineman | 40.40 |
| 23960 - Welder Combination Maintenance | 23.14 |
| 23965 - Well Driller | 29.52 |
| 23970 - Woodcraft Worker | 29.70 |
| 23980 - Woodworker | 24.88 |
| 24000 - Personal Needs Occupations | |
| 24550 - Case Manager | 17.66 |
| 24570 - Child Care Attendant | 12.00*** |
| 24580 - Child Care Center Clerk | 14.96*** |
| 24610 - Chore Aide | 12.72*** |
| 24620 - Family Readiness And Support Services Coordinator | 17.66 |
| 24630 - Homemaker | 17.66 |

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| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 31.28 |
| 25040 - Sewage Plant Operator | 28.06 |
| 25070 - Stationary Engineer | 31.28 |
| 25190 - Ventilation Equipment Tender | 24.67 |
| 25210 - Water Treatment Plant Operator | 28.06 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 23.09 |
| 27007 - Baggage Inspector | 15.06 |
| 27008 - Corrections Officer | 24.74 |
| 27010 - Court Security Officer | 29.54 |
| 27030 - Detection Dog Handler | 18.81 |
| 27040 - Detention Officer | 24.74 |
| 27070 - Firefighter | 34.48 |
| 27101 - Guard I | 15.06 |
| 27102 - Guard II | 18.81 |
| 27131 - Police Officer I | 37.64 |
| 27132 - Police Officer II | 41.83 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 13.11*** |
| 28042 - Carnival Equipment Repairer | 13.93*** |
| 28043 - Carnival Worker | 10.55*** |
| 28210 - Gate Attendant/Gate Tender | 16.54 |
| 28310 - Lifeguard | 12.78*** |
| 28350 - Park Attendant (Aide) | 18.49 |
| 28510 - Recreation Aide/Health Facility Attendant | 13.49*** |
| 28515 - Recreation Specialist | 22.91 |
| 28630 - Sports Official | 14.72*** |
| 28690 - Swimming Pool Operator | 17.23 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 28.59 |
| 29020 - Hatch Tender | 28.59 |
| 29030 - Line Handler | 28.59 |
| 29041 - Stevedore I | 27.35 |
| 29042 - Stevedore II | 29.85 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist Center (HFO) (see 2) | 43.80 |
| 30011 - Air Traffic Control Specialist Station (HFO) (see 2) | 30.20 |
| 30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) | 33.25 |
| 30021 - Archeological Technician I | 20.33 |
| 30022 - Archeological Technician II | 22.75 |
| 30023 - Archeological Technician III | 28.18 |
| 30030 - Cartographic Technician | 28.27 |
| 30040 - Civil Engineering Technician | 26.88 |
| 30051 - Cryogenic Technician I | 31.21 |
| 30052 - Cryogenic Technician II | 31.61 |
| 30061 - Drafter/CAD Operator I | 20.33 |
| 30062 - Drafter/CAD Operator II | 22.75 |
| 30063 - Drafter/CAD Operator III | 25.36 |
| 30064 - Drafter/CAD Operator IV | 31.21 |
| 30081 - Engineering Technician I | 18.23 |
| 30082 - Engineering Technician II | 20.47 |
| 30083 - Engineering Technician III | 23.23 |
| 30084 - Engineering Technician IV | 28.83 |
| 30085 - Engineering Technician V | 35.18 |
| 30086 - Engineering Technician VI | 42.58 |
| 30090 - Environmental Technician | 24.41 |
| 30095 - Evidence Control Specialist | 25.84 |
| 30210 - Laboratory Technician | 28.46 |
| 30221 - Latent Fingerprint Technician I | 25.81 |
| 30222 - Latent Fingerprint Technician II | 28.52 |
| 30240 - Mathematical Technician | 31.00 |
| 30361 - Paralegal/Legal Assistant I | 21.69 |
| 30362 - Paralegal/Legal Assistant II | 26.86 |
| 30363 - Paralegal/Legal Assistant III | 32.86 |

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| 30364 - Paralegal/Legal Assistant IV | 39.75 |
| 30375 - Petroleum Supply Specialist | 31.61 |
| 30390 - Photo-Optics Technician | 28.18 |
| 30395 - Radiation Control Technician | 31.61 |
| 30461 - Technical Writer I | 25.39 |
| 30462 - Technical Writer II | 31.06 |
| 30463 - Technical Writer III | 37.59 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 27.83 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 33.67 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 40.36 |
| 30494 - Unexploded (UXO) Safety Escort | 27.83 |
| 30495 - Unexploded (UXO) Sweep Personnel | 27.83 |
| 30501 - Weather Forecaster I | 31.21 |
| 30502 - Weather Forecaster II | 37.96 |
| 30620 - Weather Observer Combined Upper Air Or | (see 2) 25.36 |
| Surface Programs | |
| 30621 - Weather Observer Senior | (see 2) 28.18 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31010 - Airplane Pilot | 33.67 |
| 31020 - Bus Aide | 17.23 |
| 31030 - Bus Driver | 22.21 |
| 31043 - Driver Courier | 18.13 |
| 31260 - Parking and Lot Attendant | 12.24*** |
| 31290 - Shuttle Bus Driver | 19.00 |
| 31310 - Taxi Driver | 15.48 |
| 31361 - Truckdriver Light | 19.00 |
| 31362 - Truckdriver Medium | 19.78 |
| 31363 - Truckdriver Heavy | 24.36 |
| 31364 - Truckdriver Tractor-Trailer | 24.36 |
| 99000 - Miscellaneous Occupations | |
| 99020 - Cabin Safety Specialist | 16.42 |
| 99030 - Cashier | 11.80*** |
| 99050 - Desk Clerk | 12.64*** |
| 99095 - Embalmer | 37.62 |
| 99130 - Flight Follower | 27.83 |
| 99251 - Laboratory Animal Caretaker I | 14.49*** |
| 99252 - Laboratory Animal Caretaker II | 15.39 |
| 99260 - Marketing Analyst | 35.04 |
| 99310 - Mortician | 37.62 |
| 99410 - Pest Controller | 19.05 |
| 99510 - Photofinishing Worker | 15.41 |
| 99710 - Recycling Laborer | 22.65 |
| 99711 - Recycling Specialist | 25.58 |
| 99730 - Refuse Collector | 21.26 |
| 99810 - Sales Clerk | 12.57*** |
| 99820 - School Crossing Guard | 15.28 |
| 99830 - Survey Party Chief | 27.42 |
| 99831 - Surveying Aide | 16.28 |
| 99832 - Surveying Technician | 24.06 |
| 99840 - Vending Machine Attendant | 16.40 |
| 99841 - Vending Machine Repairer | 19.18 |
| 99842 - Vending Machine Repairer Helper | 16.40 |

***Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 (\$15.00 per hour) or 13658 (\$11.25 per hour). Please see the Note at the top of the wage determination for more information. Please also note that the minimum wage requirements of Executive Order 14026 and 13658 are not currently being enforced as to contracts or contract-like instruments entered into with the federal government in connection with seasonal recreational services or seasonal recreational equipment rental for the general public on federal lands.

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.60 per hour up to 40 hours per week or \$184.00 per week or \$797.33 per month

HEALTH & WELFARE EO 13706: \$4.23 per hour up to 40 hours per week or \$169.20 per week or \$733.20 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 8 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (See 29 CFR 4.173)

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Juneteenth National Independence Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than \$27.63 (or on a salary or fee basis at a rate not less than \$455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541.400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds \$27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees

who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

**** HAZARDOUS PAY DIFFERENTIAL ****

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary

affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However in those instances where the uniforms furnished are made of "wash and wear" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

**** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS ****

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

**** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) ****

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR 4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).
- 4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

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| "REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor | | U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210 |
| Daniel W. Simms Director | Division of Wage Determinations | Wage Determination No.: 2015-4225 Revision No.: 20 Date Of Last Revision: 03/15/2022 |

Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

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| If the contract is entered into on or after January 30 2022 or the contract is renewed or extended (e.g. an option is exercised) on or after January 30 2022: | With certain exceptions Executive Order 14026 applies to the contract. The contractor must pay all covered workers at least \$15.00 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in 2022. |
| If the contract was awarded on or between January 1 2015 and January 29 2022 and the contract is not renewed or extended on or after January 30 2022: | With certain exceptions Executive Order 13658 applies to the contract. The contractor must pay all covered workers at least \$11.25 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in 2022. |

The applicable Executive Order minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the Executive Orders is available at <https://www.dol.gov/agencies/whd/government-contracts>.

State: Pennsylvania

Area: Pennsylvania Counties of Cumberland Dauphin Perry

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|----------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 15.75 |
| 01012 - Accounting Clerk II | | 17.68 |
| 01013 - Accounting Clerk III | | 19.79 |
| 01020 - Administrative Assistant | | 29.56 |
| 01035 - Court Reporter | | 26.90 |
| 01041 - Customer Service Representative I | | 13.99*** |
| 01042 - Customer Service Representative II | | 15.51 |
| 01043 - Customer Service Representative III | | 17.15 |
| 01051 - Data Entry Operator I | | 15.27 |
| 01052 - Data Entry Operator II | | 16.66 |
| 01060 - Dispatcher Motor Vehicle | | 21.00 |
| 01070 - Document Preparation Clerk | | 16.47 |
| 01090 - Duplicating Machine Operator | | 16.47 |
| 01111 - General Clerk I | | 14.46*** |
| 01112 - General Clerk II | | 15.78 |
| 01113 - General Clerk III | | 17.72 |

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| 01120 - Housing Referral Assistant | 20.19 |
| 01141 - Messenger Courier | 14.92*** |
| 01191 - Order Clerk I | 15.72 |
| 01192 - Order Clerk II | 17.94 |
| 01261 - Personnel Assistant (Employment) I | 17.30 |
| 01262 - Personnel Assistant (Employment) II | 19.34 |
| 01263 - Personnel Assistant (Employment) III | 21.56 |
| 01270 - Production Control Clerk | 23.73 |
| 01290 - Rental Clerk | 12.94*** |
| 01300 - Scheduler Maintenance | 16.20 |
| 01311 - Secretary I | 16.20 |
| 01312 - Secretary II | 18.11 |
| 01313 - Secretary III | 20.19 |
| 01320 - Service Order Dispatcher | 18.78 |
| 01410 - Supply Technician | 29.56 |
| 01420 - Survey Worker | 18.66 |
| 01460 - Switchboard Operator/Receptionist | 13.74*** |
| 01531 - Travel Clerk I | 14.77*** |
| 01532 - Travel Clerk II | 15.47 |
| 01533 - Travel Clerk III | 16.38 |
| 01611 - Word Processor I | 15.00 |
| 01612 - Word Processor II | 16.85 |
| 01613 - Word Processor III | 18.84 |
| 05000 - Automotive Service Occupations | |
| 05005 - Automobile Body Repairer Fiberglass | 21.95 |
| 05010 - Automotive Electrician | 21.21 |
| 05040 - Automotive Glass Installer | 20.14 |
| 05070 - Automotive Worker | 20.14 |
| 05110 - Mobile Equipment Servicer | 18.01 |
| 05130 - Motor Equipment Metal Mechanic | 22.25 |
| 05160 - Motor Equipment Metal Worker | 20.14 |
| 05190 - Motor Vehicle Mechanic | 22.25 |
| 05220 - Motor Vehicle Mechanic Helper | 16.87 |
| 05250 - Motor Vehicle Upholstery Worker | 19.09 |
| 05280 - Motor Vehicle Wrecker | 20.14 |
| 05310 - Painter Automotive | 21.21 |
| 05340 - Radiator Repair Specialist | 20.14 |
| 05370 - Tire Repairer | 14.53*** |
| 05400 - Transmission Repair Specialist | 22.25 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 13.23*** |
| 07041 - Cook I | 13.93*** |
| 07042 - Cook II | 15.58 |
| 07070 - Dishwasher | 11.38*** |
| 07130 - Food Service Worker | 10.29*** |
| 07210 - Meat Cutter | 17.67 |
| 07260 - Waiter/Waitress | 10.43*** |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 20.77 |
| 09040 - Furniture Handler | 15.92 |
| 09080 - Furniture Refinisher | 20.77 |
| 09090 - Furniture Refinisher Helper | 17.32 |
| 09110 - Furniture Repairer Minor | 19.04 |
| 09130 - Upholsterer | 21.49 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner Vehicles | 13.64*** |
| 11060 - Elevator Operator | 13.64*** |
| 11090 - Gardener | 17.32 |
| 11122 - Housekeeping Aide | 12.82*** |
| 11150 - Janitor | 12.82*** |
| 11210 - Laborer Grounds Maintenance | 14.16*** |
| 11240 - Maid or Houseman | 11.13*** |
| 11260 - Pruner | 13.15*** |
| 11270 - Tractor Operator | 16.22 |
| 11330 - Trail Maintenance Worker | 14.16*** |

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| 11360 - Window Cleaner | 13.80*** |
| 12000 - Health Occupations | |
| 12010 Ambulance Driver | 18.11 |
| 12011 - Breath Alcohol Technician | 22.38 |
| 12012 - Certified Occupational Therapist Assistant | 29.08 |
| 12015 - Certified Physical Therapist Assistant | 27.33 |
| 12020 Dental Assistant | 20.42 |
| 12025 - Dental Hygienist | 35.48 |
| 12030 - EKG Technician | 25.78 |
| 12035 - Electroneurodiagnostic Technologist | 25.78 |
| 12040 Emergency Medical Technician | 18.11 |
| 12071 - Licensed Practical Nurse I | 20.00 |
| 12072 - Licensed Practical Nurse II | 22.38 |
| 12073 - Licensed Practical Nurse III | 24.95 |
| 12100 Medical Assistant | 16.39 |
| 12130 - Medical Laboratory Technician | 25.07 |
| 12160 - Medical Record Clerk | 18.00 |
| 12190 - Medical Record Technician | 20.49 |
| 12195 Medical Transcriptionist | 19.21 |
| 12210 - Nuclear Medicine Technologist | 48.88 |
| 12221 - Nursing Assistant I | 12.24*** |
| 12222 - Nursing Assistant II | 13.75*** |
| 12223 Nursing Assistant III | 15.01 |
| 12224 - Nursing Assistant IV | 16.86 |
| 12235 - Optical Dispenser | 19.38 |
| 12236 - Optical Technician | 18.31 |
| 12250 Pharmacy Technician | 14.61*** |
| 12280 - Phlebotomist | 18.29 |
| 12305 - Radiologic Technologist | 26.23 |
| 12311 - Registered Nurse I | 24.76 |
| 12312 Registered Nurse II | 30.29 |
| 12313 - Registered Nurse II Specialist | 30.29 |
| 12314 - Registered Nurse III | 36.66 |
| 12315 - Registered Nurse III Anesthetist | 36.66 |
| 12316 Registered Nurse IV | 43.93 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 27.63 |
| 12320 - Substance Abuse Treatment Counselor | 23.78 |
| 13000 - Information And Arts Occupations | |
| 13011 Exhibits Specialist I | 22.11 |
| 13012 - Exhibits Specialist II | 27.39 |
| 13013 - Exhibits Specialist III | 33.50 |
| 13041 - Illustrator I | 18.66 |
| 13042 Illustrator II | 23.13 |
| 13043 - Illustrator III | 28.30 |
| 13047 - Librarian | 30.33 |
| 13050 - Library Aide/Clerk | 11.39*** |
| 13054 Library Information Technology Systems Administrator | 27.39 |
| 13058 - Library Technician | 16.86 |
| 13061 - Media Specialist I | 19.77 |
| 13062 Media Specialist II | 22.11 |
| 13063 - Media Specialist III | 24.64 |
| 13071 - Photographer I | 17.17 |
| 13072 - Photographer II | 19.67 |
| 13073 Photographer III | 23.69 |
| 13074 - Photographer IV | 28.98 |
| 13075 - Photographer V | 35.06 |
| 13090 - Technical Order Library Clerk | 14.51*** |
| 13110 Video Teleconference Technician | 21.42 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 17.88 |
| 14042 - Computer Operator II | 20.00 |
| 14043 Computer Operator III | 22.31 |
| 14044 - Computer Operator IV | 24.78 |
| 14045 - Computer Operator V | 27.43 |

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| 14071 - Computer Programmer I | (see 1) | 21.66 |
| 14072 - Computer Programmer II | (see 1) | |
| 14073 - Computer Programmer III | (see 1) | |
| 14074 - Computer Programmer IV | (see 1) | |
| 14101 - Computer Systems Analyst I | (see 1) | |
| 14102 - Computer Systems Analyst II | (see 1) | |
| 14103 - Computer Systems Analyst III | (see 1) | |
| 14150 - Peripheral Equipment Operator | | 17.88 |
| 14160 - Personal Computer Support Technician | | 24.78 |
| 14170 - System Support Specialist | | 32.64 |
| 15000 - Instructional Occupations | | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | | 29.28 |
| 15020 - Aircrew Training Devices Instructor (Rated) | | 35.42 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | | 42.46 |
| 15050 - Computer Based Training Specialist / Instructor | | 29.28 |
| 15060 - Educational Technologist | | 37.73 |
| 15070 - Flight Instructor (Pilot) | | 42.46 |
| 15080 - Graphic Artist | | 22.03 |
| 15085 - Maintenance Test Pilot Fixed Jet/Prop | | 42.46 |
| 15086 - Maintenance Test Pilot Rotary Wing | | 42.46 |
| 15088 - Non-Maintenance Test/Co-Pilot | | 42.46 |
| 15090 - Technical Instructor | | 25.27 |
| 15095 - Technical Instructor/Course Developer | | 30.91 |
| 15110 - Test Proctor | | 20.40 |
| 15120 - Tutor | | 20.40 |
| 16000 - Laundry Dry-Cleaning Pressing And Related Occupations | | |
| 16010 - Assembler | | 10.55*** |
| 16030 - Counter Attendant | | 10.55*** |
| 16040 - Dry Cleaner | | 13.22*** |
| 16070 - Finisher Flatwork Machine | | 10.55*** |
| 16090 - Presser Hand | | 10.55*** |
| 16110 - Presser Machine Drycleaning | | 10.55*** |
| 16130 - Presser Machine Shirts | | 10.55*** |
| 16160 - Presser Machine Wearing Apparel Laundry | | 10.55*** |
| 16190 - Sewing Machine Operator | | 14.13*** |
| 16220 - Tailor | | 15.02 |
| 16250 - Washer Machine | | 11.41*** |
| 19000 - Machine Tool Operation And Repair Occupations | | |
| 19010 - Machine-Tool Operator (Tool Room) | | 23.16 |
| 19040 - Tool And Die Maker | | 27.82 |
| 21000 - Materials Handling And Packing Occupations | | |
| 21020 - Forklift Operator | | 18.09 |
| 21030 - Material Coordinator | | 23.73 |
| 21040 - Material Expediter | | 23.73 |
| 21050 - Material Handling Laborer | | 15.53 |
| 21071 - Order Filler | | 13.11*** |
| 21080 - Production Line Worker (Food Processing) | | 18.09 |
| 21110 - Shipping Packer | | 17.22 |
| 21130 - Shipping/Receiving Clerk | | 17.22 |
| 21140 - Store Worker I | | 14.44*** |
| 21150 - Stock Clerk | | 18.05 |
| 21210 - Tools And Parts Attendant | | 18.09 |
| 21410 - Warehouse Specialist | | 18.09 |
| 23000 - Mechanics And Maintenance And Repair Occupations | | |
| 23010 - Aerospace Structural Welder | | 30.02 |
| 23019 - Aircraft Logs and Records Technician | | 24.60 |
| 23021 - Aircraft Mechanic I | | 28.67 |
| 23022 - Aircraft Mechanic II | | 30.02 |
| 23023 - Aircraft Mechanic III | | 31.40 |
| 23040 - Aircraft Mechanic Helper | | 21.77 |
| 23050 - Aircraft Painter | | 27.33 |
| 23060 - Aircraft Servicer | | 24.60 |
| 23070 - Aircraft Survival Flight Equipment Technician | | 27.33 |
| 23080 - Aircraft Worker | | 25.96 |
| 23091 - Aircrew Life Support Equipment (ALSE) Mechanic | | 25.96 |

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| I | |
| 23092 - Aircrew Life Support Equipment (ALSE) Mechanic | 28.67 |
| II | |
| 23110 - Appliance Mechanic | 26.55 |
| 23120 - Bicycle Repairer | 20.47 |
| 23125 - Cable Splicer | 41.49 |
| 23130 - Carpenter Maintenance | 22.44 |
| 23140 - Carpet Layer | 23.75 |
| 23160 - Electrician Maintenance | 27.81 |
| 23181 - Electronics Technician Maintenance I | 23.56 |
| 23182 - Electronics Technician Maintenance II | 24.81 |
| 23183 - Electronics Technician Maintenance III | 26.64 |
| 23260 - Fabric Worker | 22.50 |
| 23290 - Fire Alarm System Mechanic | 22.05 |
| 23310 - Fire Extinguisher Repairer | 21.23 |
| 23311 - Fuel Distribution System Mechanic | 29.19 |
| 23312 - Fuel Distribution System Operator | 23.63 |
| 23370 - General Maintenance Worker | 21.09 |
| 23380 - Ground Support Equipment Mechanic | 28.67 |
| 23381 - Ground Support Equipment Servicer | 24.60 |
| 23382 - Ground Support Equipment Worker | 25.96 |
| 23391 - Gunsmith I | 21.23 |
| 23392 - Gunsmith II | 23.75 |
| 23393 - Gunsmith III | 26.23 |
| 23410 - Heating Ventilation And Air-Conditioning Mechanic | 26.56 |
| 23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) | 27.80 |
| 23430 - Heavy Equipment Mechanic | 25.89 |
| 23440 - Heavy Equipment Operator | 23.15 |
| 23460 - Instrument Mechanic | 26.23 |
| 23465 - Laboratory/Shelter Mechanic | 25.00 |
| 23470 - Laborer | 15.04 |
| 23510 - Locksmith | 21.59 |
| 23530 - Machinery Maintenance Mechanic | 24.71 |
| 23550 - Machinist Maintenance | 21.91 |
| 23580 - Maintenance Trades Helper | 14.97*** |
| 23591 - Metrology Technician I | 26.23 |
| 23592 - Metrology Technician II | 27.45 |
| 23593 - Metrology Technician III | 28.72 |
| 23640 - Millwright | 26.95 |
| 23710 - Office Appliance Repairer | 22.18 |
| 23760 - Painter Maintenance | 22.69 |
| 23790 - Pipefitter Maintenance | 25.81 |
| 23810 - Plumber Maintenance | 24.60 |
| 23820 - Pneudraulic Systems Mechanic | 26.23 |
| 23850 - Rigger | 26.23 |
| 23870 - Scale Mechanic | 23.75 |
| 23890 - Sheet-Metal Worker Maintenance | 28.18 |
| 23910 - Small Engine Mechanic | 23.75 |
| 23931 - Telecommunications Mechanic I | 31.19 |
| 23932 - Telecommunications Mechanic II | 32.64 |
| 23950 - Telephone Lineman | 31.25 |
| 23960 - Welder Combination Maintenance | 23.23 |
| 23965 - Well Driller | 25.92 |
| 23970 - Woodcraft Worker | 26.23 |
| 23980 - Woodworker | 21.23 |
| 24000 - Personal Needs Occupations | |
| 24550 - Case Manager | 17.24 |
| 24570 - Child Care Attendant | 12.14*** |
| 24580 - Child Care Center Clerk | 16.23 |
| 24610 - Chore Aide | 11.80*** |
| 24620 - Family Readiness And Support Services Coordinator | 17.24 |
| 24630 - Homemaker | 17.24 |

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| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 29.07 |
| 25040 - Sewage Plant Operator | 25.28 |
| 25070 - Stationary Engineer | 29.07 |
| 25190 - Ventilation Equipment Tender | 22.04 |
| 25210 - Water Treatment Plant Operator | 25.28 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 21.73 |
| 27007 - Baggage Inspector | 16.31 |
| 27008 - Corrections Officer | 28.86 |
| 27010 - Court Security Officer | 27.62 |
| 27030 - Detection Dog Handler | 18.24 |
| 27040 - Detention Officer | 28.86 |
| 27070 - Firefighter | 26.39 |
| 27101 - Guard I | 16.31 |
| 27102 - Guard II | 18.24 |
| 27131 - Police Officer I | 32.20 |
| 27132 - Police Officer II | 35.79 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 11.32*** |
| 28042 - Carnival Equipment Repairer | 12.09*** |
| 28043 - Carnival Worker | 9.24*** |
| 28210 - Gate Attendant/Gate Tender | 16.43 |
| 28310 - Lifeguard | 11.03*** |
| 28350 - Park Attendant (Aide) | 18.39 |
| 28510 - Recreation Aide/Health Facility Attendant | 13.42*** |
| 28515 - Recreation Specialist | 22.60 |
| 28630 - Sports Official | 14.64*** |
| 28690 - Swimming Pool Operator | 18.30 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 26.46 |
| 29020 - Hatch Tender | 26.46 |
| 29030 - Line Handler | 26.46 |
| 29041 - Stevedore I | 25.08 |
| 29042 - Stevedore II | 27.86 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist Center (HFO) (see 2) | 40.72 |
| 30011 - Air Traffic Control Specialist Station (HFO) (see 2) | 28.08 |
| 30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) | 30.92 |
| 30021 - Archeological Technician I | 17.70 |
| 30022 - Archeological Technician II | 19.79 |
| 30023 - Archeological Technician III | 24.52 |
| 30030 - Cartographic Technician | 24.52 |
| 30040 - Civil Engineering Technician | 26.12 |
| 30051 - Cryogenic Technician I | 27.15 |
| 30052 - Cryogenic Technician II | 29.99 |
| 30061 - Drafter/CAD Operator I | 17.70 |
| 30062 - Drafter/CAD Operator II | 19.79 |
| 30063 - Drafter/CAD Operator III | 22.06 |
| 30064 - Drafter/CAD Operator IV | 27.15 |
| 30081 - Engineering Technician I | 15.82 |
| 30082 - Engineering Technician II | 17.77 |
| 30083 - Engineering Technician III | 19.87 |
| 30084 - Engineering Technician IV | 24.61 |
| 30085 - Engineering Technician V | 30.10 |
| 30086 - Engineering Technician VI | 36.43 |
| 30090 - Environmental Technician | 24.75 |
| 30095 - Evidence Control Specialist | 24.52 |
| 30210 - Laboratory Technician | 22.01 |
| 30221 - Latent Fingerprint Technician I | 27.15 |
| 30222 - Latent Fingerprint Technician II | 29.99 |
| 30240 - Mathematical Technician | 26.90 |
| 30361 - Paralegal/Legal Assistant I | 18.96 |
| 30362 - Paralegal/Legal Assistant II | 23.48 |
| 30363 - Paralegal/Legal Assistant III | 28.73 |

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| 30364 - Paralegal/Legal Assistant IV | 34.76 |
| 30375 - Petroleum Supply Specialist | 29.99 |
| 30390 - Photo-Optics Technician | 24.52 |
| 30395 - Radiation Control Technician | 29.99 |
| 30461 - Technical Writer I | 24.87 |
| 30462 - Technical Writer II | 30.41 |
| 30463 - Technical Writer III | 36.80 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 25.88 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 31.31 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 37.53 |
| 30494 - Unexploded (UXO) Safety Escort | 25.88 |
| 30495 - Unexploded (UXO) Sweep Personnel | 25.88 |
| 30501 - Weather Forecaster I | 27.15 |
| 30502 - Weather Forecaster II | 33.03 |
| 30620 - Weather Observer Combined Upper Air Or | (see 2) 22.06 |
| Surface Programs | |
| 30621 - Weather Observer Senior | (see 2) 24.52 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31010 - Airplane Pilot | 31.31 |
| 31020 - Bus Aide | 16.20 |
| 31030 - Bus Driver | 20.97 |
| 31043 - Driver Courier | 15.01 |
| 31260 - Parking and Lot Attendant | 11.31*** |
| 31290 - Shuttle Bus Driver | 15.49 |
| 31310 - Taxi Driver | 13.83*** |
| 31361 - Truckdriver Light | 16.03 |
| 31362 - Truckdriver Medium | 18.05 |
| 31363 - Truckdriver Heavy | 24.03 |
| 31364 - Truckdriver Tractor-Trailer | 24.03 |
| 99000 - Miscellaneous Occupations | |
| 99020 - Cabin Safety Specialist | 15.27 |
| 99030 - Cashier | 10.64*** |
| 99050 - Desk Clerk | 11.56*** |
| 99095 - Embalmer | 35.00 |
| 99130 - Flight Follower | 25.88 |
| 99251 - Laboratory Animal Caretaker I | 12.44*** |
| 99252 - Laboratory Animal Caretaker II | 13.27*** |
| 99260 - Marketing Analyst | 30.06 |
| 99310 - Mortician | 35.00 |
| 99410 - Pest Controller | 18.63 |
| 99510 - Photofinishing Worker | 14.78*** |
| 99710 - Recycling Laborer | 18.55 |
| 99711 - Recycling Specialist | 21.24 |
| 99730 - Refuse Collector | 17.23 |
| 99810 - Sales Clerk | 12.56*** |
| 99820 - School Crossing Guard | 15.07 |
| 99830 - Survey Party Chief | 27.54 |
| 99831 - Surveying Aide | 18.86 |
| 99832 - Surveying Technician | 24.28 |
| 99840 - Vending Machine Attendant | 18.33 |
| 99841 - Vending Machine Repairer | 21.86 |
| 99842 - Vending Machine Repairer Helper | 18.33 |

***Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 (\$15.00 per hour) or 13658 (\$11.25 per hour). Please see the Note at the top of the wage determination for more information. Please also note that the minimum wage requirements of Executive Order 14026 and 13658 are not currently being enforced as to contracts or contract-like instruments entered into with the federal government in connection with seasonal recreational services or seasonal recreational equipment rental for the general public on federal lands.

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.60 per hour up to 40 hours per week or \$184.00 per week or \$797.33 per month

HEALTH & WELFARE EO 13706: \$4.23 per hour up to 40 hours per week or \$169.20 per week or \$733.20 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; and 3 weeks after 8 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Juneteenth National Independence Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than \$27.63 (or on a salary or fee basis at a rate not less than \$455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541.400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds \$27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees

who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

**** HAZARDOUS PAY DIFFERENTIAL ****

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary

affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However in those instances where the uniforms furnished are made of "wash and wear" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

**** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS ****

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

**** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) ****

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR 4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).
- 4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

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| "REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor | U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210 Wage Determination No.: 2015-4233 Revision No.: 22 Date Of Last Revision: 03/15/2022 |
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Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

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| If the contract is entered into on or after January 30 2022 or the contract is renewed or extended (e.g. an option is exercised) on or after January 30 2022: | With certain exceptions Executive Order 14026 applies to the contract. The contractor must pay all covered workers at least \$15.00 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in 2022. |
| If the contract was awarded on or between January 1 2015 and January 29 2022 and the contract is not renewed or extended on or after January 30 2022: | With certain exceptions Executive Order 13658 applies to the contract. The contractor must pay all covered workers at least \$11.25 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in 2022. |

The applicable Executive Order minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the Executive Orders is available at <https://www.dol.gov/agencies/whd/government-contracts>.

State: Pennsylvania

Area: Pennsylvania Counties of Delaware Philadelphia

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 17.54 |
| 01012 - Accounting Clerk II | | 19.70 |
| 01013 - Accounting Clerk III | | 22.03 |
| 01020 - Administrative Assistant | | 32.88 |
| 01035 - Court Reporter | | 26.32 |
| 01041 - Customer Service Representative I | | 15.39 |
| 01042 - Customer Service Representative II | | 16.79 |
| 01043 - Customer Service Representative III | | 18.86 |
| 01051 - Data Entry Operator I | | 16.23 |
| 01052 - Data Entry Operator II | | 17.71 |
| 01060 - Dispatcher Motor Vehicle | | 19.64 |
| 01070 - Document Preparation Clerk | | 17.38 |
| 01090 - Duplicating Machine Operator | | 17.38 |
| 01111 - General Clerk I | | 15.38 |
| 01112 - General Clerk II | | 16.78 |
| 01113 - General Clerk III | | 18.85 |

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| 01120 - Housing Referral Assistant | 24.11 |
| 01141 - Messenger Courier | 14.37*** |
| 01191 - Order Clerk I | 15.61 |
| 01192 - Order Clerk II | 17.03 |
| 01261 - Personnel Assistant (Employment) I | 17.08 |
| 01262 - Personnel Assistant (Employment) II | 19.12 |
| 01263 - Personnel Assistant (Employment) III | 21.31 |
| 01270 - Production Control Clerk | 25.02 |
| 01290 - Rental Clerk | 16.83 |
| 01300 - Scheduler Maintenance | 19.12 |
| 01311 - Secretary I | 19.12 |
| 01312 - Secretary II | 21.84 |
| 01313 - Secretary III | 24.11 |
| 01320 - Service Order Dispatcher | 17.55 |
| 01410 - Supply Technician | 32.88 |
| 01420 - Survey Worker | 18.11 |
| 01460 - Switchboard Operator/Receptionist | 15.77 |
| 01531 - Travel Clerk I | 17.17 |
| 01532 - Travel Clerk II | 18.16 |
| 01533 - Travel Clerk III | 19.39 |
| 01611 - Word Processor I | 15.94 |
| 01612 - Word Processor II | 17.89 |
| 01613 - Word Processor III | 20.03 |
| 05000 - Automotive Service Occupations | |
| 05005 - Automobile Body Repairer Fiberglass | 24.93 |
| 05010 - Automotive Electrician | 22.03 |
| 05040 - Automotive Glass Installer | 20.34 |
| 05070 - Automotive Worker | 21.11 |
| 05110 - Mobile Equipment Servicer | 19.63 |
| 05130 - Motor Equipment Metal Mechanic | 22.83 |
| 05160 - Motor Equipment Metal Worker | 21.22 |
| 05190 - Motor Vehicle Mechanic | 22.83 |
| 05220 - Motor Vehicle Mechanic Helper | 18.71 |
| 05250 - Motor Vehicle Upholstery Worker | 20.54 |
| 05280 - Motor Vehicle Wrecker | 21.22 |
| 05310 - Painter Automotive | 22.14 |
| 05340 - Radiator Repair Specialist | 21.22 |
| 05370 - Tire Repairer | 14.89*** |
| 05400 - Transmission Repair Specialist | 23.49 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 14.24*** |
| 07041 - Cook I | 17.11 |
| 07042 - Cook II | 18.84 |
| 07070 - Dishwasher | 11.41*** |
| 07130 - Food Service Worker | 11.88*** |
| 07210 - Meat Cutter | 21.72 |
| 07260 - Waiter/Waitress | 11.39*** |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 20.52 |
| 09040 - Furniture Handler | 17.39 |
| 09080 - Furniture Refinisher | 22.85 |
| 09090 - Furniture Refinisher Helper | 19.50 |
| 09110 - Furniture Repairer Minor | 21.21 |
| 09130 - Upholsterer | 19.43 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner Vehicles | 12.81*** |
| 11060 - Elevator Operator | 14.42*** |
| 11090 - Gardener | 20.11 |
| 11122 - Housekeeping Aide | 14.42*** |
| 11150 - Janitor | 14.42*** |
| 11210 - Laborer Grounds Maintenance | 16.44 |
| 11240 - Maid or Houseman | 13.48*** |
| 11260 - Pruner | 15.18 |
| 11270 - Tractor Operator | 18.94 |
| 11330 - Trail Maintenance Worker | 16.44 |

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| 11360 - Window Cleaner | 15.62 |
| 12000 - Health Occupations | |
| 12010 Ambulance Driver | 19.23 |
| 12011 - Breath Alcohol Technician | 25.00 |
| 12012 - Certified Occupational Therapist Assistant | 29.44 |
| 12015 - Certified Physical Therapist Assistant | 29.87 |
| 12020 Dental Assistant | 20.30 |
| 12025 - Dental Hygienist | 40.58 |
| 12030 - EKG Technician | 30.31 |
| 12035 - Electroneurodiagnostic Technologist | 30.31 |
| 12040 Emergency Medical Technician | 19.23 |
| 12071 - Licensed Practical Nurse I | 22.36 |
| 12072 - Licensed Practical Nurse II | 25.00 |
| 12073 - Licensed Practical Nurse III | 27.87 |
| 12100 Medical Assistant | 17.42 |
| 12130 - Medical Laboratory Technician | 27.70 |
| 12160 - Medical Record Clerk | 19.70 |
| 12190 - Medical Record Technician | 23.51 |
| 12195 Medical Transcriptionist | 20.88 |
| 12210 - Nuclear Medicine Technologist | 42.90 |
| 12221 - Nursing Assistant I | 12.80*** |
| 12222 - Nursing Assistant II | 14.38*** |
| 12223 Nursing Assistant III | 15.69 |
| 12224 - Nursing Assistant IV | 17.62 |
| 12235 - Optical Dispenser | 21.62 |
| 12236 - Optical Technician | 18.26 |
| 12250 Pharmacy Technician | 16.15 |
| 12280 - Phlebotomist | 18.63 |
| 12305 - Radiologic Technologist | 33.08 |
| 12311 - Registered Nurse I | 29.51 |
| 12312 Registered Nurse II | 32.76 |
| 12313 - Registered Nurse II Specialist | 32.76 |
| 12314 - Registered Nurse III | 39.32 |
| 12315 - Registered Nurse III Anesthetist | 39.32 |
| 12316 Registered Nurse IV | 47.11 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 30.96 |
| 12320 - Substance Abuse Treatment Counselor | 23.73 |
| 13000 - Information And Arts Occupations | |
| 13011 Exhibits Specialist I | 21.74 |
| 13012 - Exhibits Specialist II | 28.77 |
| 13013 - Exhibits Specialist III | 35.16 |
| 13041 - Illustrator I | 22.94 |
| 13042 Illustrator II | 30.61 |
| 13043 - Illustrator III | 37.43 |
| 13047 - Librarian | 31.00 |
| 13050 - Library Aide/Clerk | 16.83 |
| 13054 Library Information Technology Systems Administrator | 27.98 |
| 13058 - Library Technician | 20.33 |
| 13061 - Media Specialist I | 19.99 |
| 13062 Media Specialist II | 22.37 |
| 13063 - Media Specialist III | 24.93 |
| 13071 - Photographer I | 19.31 |
| 13072 - Photographer II | 21.62 |
| 13073 Photographer III | 26.78 |
| 13074 - Photographer IV | 32.76 |
| 13075 - Photographer V | 39.63 |
| 13090 - Technical Order Library Clerk | 16.46 |
| 13110 Video Teleconference Technician | 23.34 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 20.35 |
| 14042 - Computer Operator II | 22.77 |
| 14043 Computer Operator III | 25.37 |
| 14044 - Computer Operator IV | 28.20 |
| 14045 - Computer Operator V | 31.23 |

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| 14071 - Computer Programmer I | (see 1) | |
| 14072 - Computer Programmer II | (see 1) | |
| 14073 - Computer Programmer III | (see 1) | |
| 14074 - Computer Programmer IV | (see 1) | |
| 14101 - Computer Systems Analyst I | (see 1) | |
| 14102 - Computer Systems Analyst II | (see 1) | |
| 14103 - Computer Systems Analyst III | (see 1) | |
| 14150 - Peripheral Equipment Operator | | 20.35 |
| 14160 - Personal Computer Support Technician | | 28.20 |
| 14170 - System Support Specialist | | 33.55 |
| 15000 - Instructional Occupations | | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | | 33.58 |
| 15020 - Aircrew Training Devices Instructor (Rated) | | 40.64 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | | 48.70 |
| 15050 - Computer Based Training Specialist / Instructor | | 33.58 |
| 15060 - Educational Technologist | | 34.07 |
| 15070 - Flight Instructor (Pilot) | | 48.70 |
| 15080 - Graphic Artist | | 29.40 |
| 15085 - Maintenance Test Pilot Fixed Jet/Prop | | 48.70 |
| 15086 - Maintenance Test Pilot Rotary Wing | | 48.70 |
| 15088 - Non-Maintenance Test/Co-Pilot | | 48.70 |
| 15090 - Technical Instructor | | 27.19 |
| 15095 - Technical Instructor/Course Developer | | 33.25 |
| 15110 - Test Proctor | | 21.94 |
| 15120 - Tutor | | 21.94 |
| 16000 - Laundry Dry-Cleaning Pressing And Related Occupations | | |
| 16010 - Assembler | | 13.13*** |
| 16030 - Counter Attendant | | 13.13*** |
| 16040 - Dry Cleaner | | 15.02 |
| 16070 - Finisher Flatwork Machine | | 13.13*** |
| 16090 - Presser Hand | | 13.13*** |
| 16110 - Presser Machine Drycleaning | | 13.13*** |
| 16130 - Presser Machine Shirts | | 13.13*** |
| 16160 - Presser Machine Wearing Apparel Laundry | | 13.13*** |
| 16190 - Sewing Machine Operator | | 15.65 |
| 16220 - Tailor | | 16.48 |
| 16250 - Washer Machine | | 13.76*** |
| 19000 - Machine Tool Operation And Repair Occupations | | |
| 19010 - Machine-Tool Operator (Tool Room) | | 26.94 |
| 19040 - Tool And Die Maker | | 30.94 |
| 21000 - Materials Handling And Packing Occupations | | |
| 21020 - Forklift Operator | | 20.77 |
| 21030 - Material Coordinator | | 25.02 |
| 21040 - Material Expediter | | 25.02 |
| 21050 - Material Handling Laborer | | 14.91*** |
| 21071 - Order Filler | | 15.27 |
| 21080 - Production Line Worker (Food Processing) | | 20.77 |
| 21110 - Shipping Packer | | 16.83 |
| 21130 - Shipping/Receiving Clerk | | 16.83 |
| 21140 - Store Worker I | | 17.10 |
| 21150 - Stock Clerk | | 21.29 |
| 21210 - Tools And Parts Attendant | | 20.77 |
| 21410 - Warehouse Specialist | | 20.77 |
| 23000 - Mechanics And Maintenance And Repair Occupations | | |
| 23010 - Aerospace Structural Welder | | 38.35 |
| 23019 - Aircraft Logs and Records Technician | | 32.54 |
| 23021 - Aircraft Mechanic I | | 36.87 |
| 23022 - Aircraft Mechanic II | | 38.35 |
| 23023 - Aircraft Mechanic III | | 39.71 |
| 23040 - Aircraft Mechanic Helper | | 29.08 |
| 23050 - Aircraft Painter | | 35.51 |
| 23060 - Aircraft Servicer | | 32.54 |
| 23070 - Aircraft Survival Flight Equipment Technician | | 35.51 |
| 23080 - Aircraft Worker | | 34.01 |
| 23091 - Aircrew Life Support Equipment (ALSE) Mechanic | | 34.01 |

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|---|----------|
| I | |
| 23092 - Aircrew Life Support Equipment (ALSE) Mechanic | 36.87 |
| II | |
| 23110 - Appliance Mechanic | 22.18 |
| 23120 - Bicycle Repairer | 17.74 |
| 23125 - Cable Splicer | 41.54 |
| 23130 - Carpenter Maintenance | 28.93 |
| 23140 - Carpet Layer | 27.91 |
| 23160 - Electrician Maintenance | 34.30 |
| 23181 - Electronics Technician Maintenance I | 28.22 |
| 23182 - Electronics Technician Maintenance II | 29.46 |
| 23183 - Electronics Technician Maintenance III | 30.59 |
| 23260 - Fabric Worker | 27.57 |
| 23290 - Fire Alarm System Mechanic | 25.95 |
| 23310 - Fire Extinguisher Repairer | 24.88 |
| 23311 - Fuel Distribution System Mechanic | 29.96 |
| 23312 - Fuel Distribution System Operator | 25.62 |
| 23370 - General Maintenance Worker | 21.92 |
| 23380 - Ground Support Equipment Mechanic | 36.87 |
| 23381 - Ground Support Equipment Servicer | 32.54 |
| 23382 - Ground Support Equipment Worker | 34.01 |
| 23391 - Gunsmith I | 24.88 |
| 23392 - Gunsmith II | 27.40 |
| 23393 - Gunsmith III | 29.70 |
| 23410 - Heating Ventilation And Air-Conditioning Mechanic | 28.06 |
| 23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) | 29.19 |
| 23430 - Heavy Equipment Mechanic | 28.20 |
| 23440 - Heavy Equipment Operator | 30.61 |
| 23460 - Instrument Mechanic | 33.77 |
| 23465 - Laboratory/Shelter Mechanic | 28.60 |
| 23470 - Laborer | 15.83 |
| 23510 - Locksmith | 32.33 |
| 23530 - Machinery Maintenance Mechanic | 29.09 |
| 23550 - Machinist Maintenance | 27.78 |
| 23580 - Maintenance Trades Helper | 18.52 |
| 23591 - Metrology Technician I | 33.77 |
| 23592 - Metrology Technician II | 35.09 |
| 23593 - Metrology Technician III | 36.20 |
| 23640 - Millwright | 29.50 |
| 23710 - Office Appliance Repairer | 23.06 |
| 23760 - Painter Maintenance | 24.82 |
| 23790 - Pipefitter Maintenance | 31.52 |
| 23810 - Plumber Maintenance | 30.44 |
| 23820 - Pneudraulic Systems Mechanic | 29.70 |
| 23850 - Rigger | 28.78 |
| 23870 - Scale Mechanic | 27.40 |
| 23890 - Sheet-Metal Worker Maintenance | 32.29 |
| 23910 - Small Engine Mechanic | 21.81 |
| 23931 - Telecommunications Mechanic I | 28.70 |
| 23932 - Telecommunications Mechanic II | 29.85 |
| 23950 - Telephone Lineman | 40.40 |
| 23960 - Welder Combination Maintenance | 24.14 |
| 23965 - Well Driller | 29.52 |
| 23970 - Woodcraft Worker | 29.70 |
| 23980 - Woodworker | 24.88 |
| 24000 - Personal Needs Occupations | |
| 24550 - Case Manager | 17.66 |
| 24570 - Child Care Attendant | 12.00*** |
| 24580 - Child Care Center Clerk | 14.96*** |
| 24610 - Chore Aide | 12.72*** |
| 24620 - Family Readiness And Support Services Coordinator | 17.66 |
| 24630 - Homemaker | 17.66 |

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| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 31.28 |
| 25040 - Sewage Plant Operator | 28.06 |
| 25070 - Stationary Engineer | 31.28 |
| 25190 - Ventilation Equipment Tender | 24.67 |
| 25210 - Water Treatment Plant Operator | 28.06 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 23.09 |
| 27007 - Baggage Inspector | 15.06 |
| 27008 - Corrections Officer | 24.59 |
| 27010 - Court Security Officer | 29.54 |
| 27030 - Detection Dog Handler | 18.81 |
| 27040 - Detention Officer | 24.59 |
| 27070 - Firefighter | 34.48 |
| 27101 - Guard I | 15.06 |
| 27102 - Guard II | 18.81 |
| 27131 - Police Officer I | 32.97 |
| 27132 - Police Officer II | 36.64 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 13.11*** |
| 28042 - Carnival Equipment Repairer | 13.93*** |
| 28043 - Carnival Worker | 10.55*** |
| 28210 - Gate Attendant/Gate Tender | 17.99 |
| 28310 - Lifeguard | 12.78*** |
| 28350 - Park Attendant (Aide) | 20.13 |
| 28510 - Recreation Aide/Health Facility Attendant | 14.69*** |
| 28515 - Recreation Specialist | 24.93 |
| 28630 - Sports Official | 16.03 |
| 28690 - Swimming Pool Operator | 17.23 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 28.59 |
| 29020 - Hatch Tender | 28.59 |
| 29030 - Line Handler | 28.59 |
| 29041 - Stevedore I | 27.35 |
| 29042 - Stevedore II | 29.85 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist Center (HFO) (see 2) | 43.80 |
| 30011 - Air Traffic Control Specialist Station (HFO) (see 2) | 30.20 |
| 30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) | 33.25 |
| 30021 - Archeological Technician I | 20.33 |
| 30022 - Archeological Technician II | 22.75 |
| 30023 - Archeological Technician III | 28.18 |
| 30030 - Cartographic Technician | 28.27 |
| 30040 - Civil Engineering Technician | 26.93 |
| 30051 - Cryogenic Technician I | 28.62 |
| 30052 - Cryogenic Technician II | 31.61 |
| 30061 - Drafter/CAD Operator I | 20.33 |
| 30062 - Drafter/CAD Operator II | 22.75 |
| 30063 - Drafter/CAD Operator III | 25.36 |
| 30064 - Drafter/CAD Operator IV | 31.21 |
| 30081 - Engineering Technician I | 18.23 |
| 30082 - Engineering Technician II | 20.47 |
| 30083 - Engineering Technician III | 23.23 |
| 30084 - Engineering Technician IV | 28.83 |
| 30085 - Engineering Technician V | 35.18 |
| 30086 - Engineering Technician VI | 42.58 |
| 30090 - Environmental Technician | 26.00 |
| 30095 - Evidence Control Specialist | 25.84 |
| 30210 - Laboratory Technician | 28.46 |
| 30221 - Latent Fingerprint Technician I | 27.28 |
| 30222 - Latent Fingerprint Technician II | 30.14 |
| 30240 - Mathematical Technician | 31.00 |
| 30361 - Paralegal/Legal Assistant I | 21.69 |
| 30362 - Paralegal/Legal Assistant II | 26.86 |
| 30363 - Paralegal/Legal Assistant III | 32.86 |

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| 30364 - Paralegal/Legal Assistant IV | 39.75 |
| 30375 - Petroleum Supply Specialist | 31.61 |
| 30390 - Photo-Optics Technician | 28.18 |
| 30395 - Radiation Control Technician | 31.61 |
| 30461 - Technical Writer I | 27.52 |
| 30462 - Technical Writer II | 33.68 |
| 30463 - Technical Writer III | 40.74 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 27.83 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 33.67 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 40.36 |
| 30494 - Unexploded (UXO) Safety Escort | 27.83 |
| 30495 - Unexploded (UXO) Sweep Personnel | 27.83 |
| 30501 - Weather Forecaster I | 30.11 |
| 30502 - Weather Forecaster II | 34.82 |
| 30620 - Weather Observer Combined Upper Air Or | (see 2) 25.36 |
| Surface Programs | |
| 30621 - Weather Observer Senior | (see 2) 28.18 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31010 - Airplane Pilot | 33.67 |
| 31020 - Bus Aide | 17.23 |
| 31030 - Bus Driver | 22.21 |
| 31043 - Driver Courier | 18.13 |
| 31260 - Parking and Lot Attendant | 12.24*** |
| 31290 - Shuttle Bus Driver | 19.00 |
| 31310 - Taxi Driver | 15.48 |
| 31361 - Truckdriver Light | 19.00 |
| 31362 - Truckdriver Medium | 19.78 |
| 31363 - Truckdriver Heavy | 24.36 |
| 31364 - Truckdriver Tractor-Trailer | 24.36 |
| 99000 - Miscellaneous Occupations | |
| 99020 - Cabin Safety Specialist | 16.42 |
| 99030 - Cashier | 11.80*** |
| 99050 - Desk Clerk | 13.24*** |
| 99095 - Embalmer | 34.20 |
| 99130 - Flight Follower | 27.83 |
| 99251 - Laboratory Animal Caretaker I | 14.49*** |
| 99252 - Laboratory Animal Caretaker II | 15.39 |
| 99260 - Marketing Analyst | 35.04 |
| 99310 - Mortician | 34.20 |
| 99410 - Pest Controller | 19.05 |
| 99510 - Photofinishing Worker | 15.41 |
| 99710 - Recycling Laborer | 22.00 |
| 99711 - Recycling Specialist | 25.27 |
| 99730 - Refuse Collector | 20.31 |
| 99810 - Sales Clerk | 12.57*** |
| 99820 - School Crossing Guard | 14.17*** |
| 99830 - Survey Party Chief | 27.04 |
| 99831 - Surveying Aide | 16.04 |
| 99832 - Surveying Technician | 23.70 |
| 99840 - Vending Machine Attendant | 16.40 |
| 99841 - Vending Machine Repairer | 19.18 |
| 99842 - Vending Machine Repairer Helper | 16.40 |

***Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 (\$15.00 per hour) or 13658 (\$11.25 per hour). Please see the Note at the top of the wage determination for more information. Please also note that the minimum wage requirements of Executive Order 14026 and 13658 are not currently being enforced as to contracts or contract-like instruments entered into with the federal government in connection with seasonal recreational services or seasonal recreational equipment rental for the general public on federal lands.

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.60 per hour up to 40 hours per week or \$184.00 per week or \$797.33 per month

HEALTH & WELFARE EO 13706: \$4.23 per hour up to 40 hours per week or \$169.20 per week or \$733.20 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 8 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (See 29 CFR 4.173)

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Juneteenth National Independence Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than \$27.63 (or on a salary or fee basis at a rate not less than \$455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541.400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds \$27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees

who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

**** HAZARDOUS PAY DIFFERENTIAL ****

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary

affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However in those instances where the uniforms furnished are made of "wash and wear" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

**** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS ****

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

**** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) ****

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR 4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).
- 4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

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| "REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor | | U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210 |
| Daniel W. Simms Director | | Wage Determination No.: 2015-4223 Revision No.: 19 Date Of Last Revision: 03/15/2022 |

Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

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| If the contract is entered into on or after January 30 2022 or the contract is renewed or extended (e.g. an option is exercised) on or after January 30 2022: | With certain exceptions Executive Order 14026 applies to the contract. The contractor must pay all covered workers at least \$15.00 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in 2022. |
| If the contract was awarded on or between January 1 2015 and January 29 2022 and the contract is not renewed or extended on or after January 30 2022: | With certain exceptions Executive Order 13658 applies to the contract. The contractor must pay all covered workers at least \$11.25 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in 2022. |

The applicable Executive Order minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the Executive Orders is available at <https://www.dol.gov/agencies/whd/government-contracts>.

State: Pennsylvania

Area: Pennsylvania County of Erie

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|----------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 14.66*** |
| 01012 - Accounting Clerk II | | 16.92 |
| 01013 - Accounting Clerk III | | 20.33 |
| 01020 - Administrative Assistant | | 23.01 |
| 01035 - Court Reporter | | 18.83 |
| 01041 - Customer Service Representative I | | 13.46*** |
| 01042 - Customer Service Representative II | | 15.14 |
| 01043 - Customer Service Representative III | | 16.52 |
| 01051 - Data Entry Operator I | | 17.35 |
| 01052 - Data Entry Operator II | | 18.93 |
| 01060 - Dispatcher Motor Vehicle | | 21.10 |
| 01070 - Document Preparation Clerk | | 14.99*** |
| 01090 - Duplicating Machine Operator | | 14.99*** |
| 01111 - General Clerk I | | 13.26*** |
| 01112 - General Clerk II | | 14.59*** |
| 01113 - General Clerk III | | 16.37 |

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| 01120 - Housing Referral Assistant | 20.99 |
| 01141 - Messenger Courier | 11.75*** |
| 01191 - Order Clerk I | 14.71*** |
| 01192 - Order Clerk II | 16.05 |
| 01261 - Personnel Assistant (Employment) I | 16.51 |
| 01262 - Personnel Assistant (Employment) II | 18.46 |
| 01263 - Personnel Assistant (Employment) III | 20.58 |
| 01270 - Production Control Clerk | 23.87 |
| 01290 - Rental Clerk | 15.53 |
| 01300 - Scheduler Maintenance | 16.84 |
| 01311 - Secretary I | 16.84 |
| 01312 - Secretary II | 18.83 |
| 01313 - Secretary III | 20.99 |
| 01320 - Service Order Dispatcher | 19.76 |
| 01410 - Supply Technician | 23.01 |
| 01420 - Survey Worker | 18.09 |
| 01460 - Switchboard Operator/Receptionist | 11.91*** |
| 01531 - Travel Clerk I | 14.48*** |
| 01532 - Travel Clerk II | 15.00 |
| 01533 - Travel Clerk III | 16.13 |
| 01611 - Word Processor I | 14.55*** |
| 01612 - Word Processor II | 16.35 |
| 01613 - Word Processor III | 18.28 |
| 05000 - Automotive Service Occupations | |
| 05005 - Automobile Body Repairer Fiberglass | 21.34 |
| 05010 - Automotive Electrician | 17.78 |
| 05040 - Automotive Glass Installer | 17.10 |
| 05070 - Automotive Worker | 17.10 |
| 05110 - Mobile Equipment Servicer | 15.85 |
| 05130 - Motor Equipment Metal Mechanic | 18.70 |
| 05160 - Motor Equipment Metal Worker | 17.10 |
| 05190 - Motor Vehicle Mechanic | 18.70 |
| 05220 - Motor Vehicle Mechanic Helper | 15.23 |
| 05250 - Motor Vehicle Upholstery Worker | 16.47 |
| 05280 - Motor Vehicle Wrecker | 17.10 |
| 05310 - Painter Automotive | 19.03 |
| 05340 - Radiator Repair Specialist | 17.10 |
| 05370 - Tire Repairer | 16.34 |
| 05400 - Transmission Repair Specialist | 18.70 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 14.84*** |
| 07041 - Cook I | 14.27*** |
| 07042 - Cook II | 16.21 |
| 07070 - Dishwasher | 9.33*** |
| 07130 - Food Service Worker | 11.24*** |
| 07210 - Meat Cutter | 16.86 |
| 07260 - Waiter/Waitress | 10.92*** |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 19.62 |
| 09040 - Furniture Handler | 13.88*** |
| 09080 - Furniture Refinisher | 19.75 |
| 09090 - Furniture Refinisher Helper | 15.34 |
| 09110 - Furniture Repairer Minor | 17.62 |
| 09130 - Upholsterer | 19.62 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner Vehicles | 13.87*** |
| 11060 - Elevator Operator | 14.97*** |
| 11090 - Gardener | 16.57 |
| 11122 - Housekeeping Aide | 13.61*** |
| 11150 - Janitor | 13.61*** |
| 11210 - Laborer Grounds Maintenance | 13.42*** |
| 11240 - Maid or Houseman | 11.50*** |
| 11260 - Pruner | 12.96*** |
| 11270 - Tractor Operator | 15.41 |
| 11330 - Trail Maintenance Worker | 13.42*** |

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| 11360 - Window Cleaner | 13.78*** |
| 12000 - Health Occupations | |
| 12010 Ambulance Driver | 18.19 |
| 12011 - Breath Alcohol Technician | 17.93 |
| 12012 - Certified Occupational Therapist Assistant | 26.01 |
| 12015 - Certified Physical Therapist Assistant | 27.31 |
| 12020 Dental Assistant | 16.72 |
| 12025 - Dental Hygienist | 31.48 |
| 12030 - EKG Technician | 27.16 |
| 12035 - Electroneurodiagnostic Technologist | 27.16 |
| 12040 Emergency Medical Technician | 18.19 |
| 12071 - Licensed Practical Nurse I | 16.03 |
| 12072 - Licensed Practical Nurse II | 17.93 |
| 12073 - Licensed Practical Nurse III | 19.98 |
| 12100 Medical Assistant | 14.43*** |
| 12130 - Medical Laboratory Technician | 24.51 |
| 12160 - Medical Record Clerk | 15.96 |
| 12190 - Medical Record Technician | 18.06 |
| 12195 Medical Transcriptionist | 16.03 |
| 12210 - Nuclear Medicine Technologist | 39.39 |
| 12221 - Nursing Assistant I | 11.96*** |
| 12222 - Nursing Assistant II | 13.44*** |
| 12223 Nursing Assistant III | 14.67*** |
| 12224 - Nursing Assistant IV | 16.48 |
| 12235 - Optical Dispenser | 15.20 |
| 12236 - Optical Technician | 16.03 |
| 12250 Pharmacy Technician | 13.92*** |
| 12280 - Phlebotomist | 16.62 |
| 12305 - Radiologic Technologist | 23.00 |
| 12311 - Registered Nurse I | 23.96 |
| 12312 Registered Nurse II | 29.31 |
| 12313 - Registered Nurse II Specialist | 29.31 |
| 12314 - Registered Nurse III | 35.47 |
| 12315 - Registered Nurse III Anesthetist | 35.47 |
| 12316 Registered Nurse IV | 42.50 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 22.53 |
| 12320 - Substance Abuse Treatment Counselor | 20.32 |
| 13000 - Information And Arts Occupations | |
| 13011 Exhibits Specialist I | 21.25 |
| 13012 - Exhibits Specialist II | 27.77 |
| 13013 - Exhibits Specialist III | 30.02 |
| 13041 - Illustrator I | 19.81 |
| 13042 Illustrator II | 24.54 |
| 13043 - Illustrator III | 30.02 |
| 13047 - Librarian | 27.18 |
| 13050 - Library Aide/Clerk | 14.01*** |
| 13054 Library Information Technology Systems Administrator | 24.54 |
| 13058 - Library Technician | 17.67 |
| 13061 - Media Specialist I | 17.71 |
| 13062 Media Specialist II | 19.81 |
| 13063 - Media Specialist III | 22.09 |
| 13071 - Photographer I | 15.80 |
| 13072 - Photographer II | 19.15 |
| 13073 Photographer III | 23.66 |
| 13074 - Photographer IV | 27.64 |
| 13075 - Photographer V | 33.42 |
| 13090 - Technical Order Library Clerk | 18.83 |
| 13110 Video Teleconference Technician | 18.55 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 17.49 |
| 14042 - Computer Operator II | 19.57 |
| 14043 Computer Operator III | 21.82 |
| 14044 - Computer Operator IV | 24.26 |
| 14045 - Computer Operator V | 26.85 |

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| 14071 - Computer Programmer I | (see 1) | 22.35 |
| 14072 - Computer Programmer II | (see 1) | |
| 14073 - Computer Programmer III | (see 1) | |
| 14074 - Computer Programmer IV | (see 1) | |
| 14101 - Computer Systems Analyst I | (see 1) | |
| 14102 - Computer Systems Analyst II | (see 1) | |
| 14103 - Computer Systems Analyst III | (see 1) | |
| 14150 - Peripheral Equipment Operator | | 17.49 |
| 14160 - Personal Computer Support Technician | | 24.26 |
| 14170 - System Support Specialist | | 30.87 |
| 15000 - Instructional Occupations | | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | | 29.58 |
| 15020 - Aircrew Training Devices Instructor (Rated) | | 35.80 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | | 42.90 |
| 15050 - Computer Based Training Specialist / Instructor | | 29.58 |
| 15060 - Educational Technologist | | 29.84 |
| 15070 - Flight Instructor (Pilot) | | 42.90 |
| 15080 - Graphic Artist | | 24.88 |
| 15085 - Maintenance Test Pilot Fixed Jet/Prop | | 42.69 |
| 15086 - Maintenance Test Pilot Rotary Wing | | 42.69 |
| 15088 - Non-Maintenance Test/Co-Pilot | | 42.69 |
| 15090 - Technical Instructor | | 21.35 |
| 15095 - Technical Instructor/Course Developer | | 26.11 |
| 15110 - Test Proctor | | 17.73 |
| 15120 - Tutor | | 19.43 |
| 16000 - Laundry Dry-Cleaning Pressing And Related Occupations | | |
| 16010 - Assembler | | 13.52*** |
| 16030 - Counter Attendant | | 13.52*** |
| 16040 - Dry Cleaner | | 15.62 |
| 16070 - Finisher Flatwork Machine | | 13.52*** |
| 16090 - Presser Hand | | 13.52*** |
| 16110 - Presser Machine Drycleaning | | 13.52*** |
| 16130 - Presser Machine Shirts | | 13.52*** |
| 16160 - Presser Machine Wearing Apparel Laundry | | 13.52*** |
| 16190 - Sewing Machine Operator | | 16.27 |
| 16220 - Tailor | | 16.92 |
| 16250 - Washer Machine | | 14.32*** |
| 19000 - Machine Tool Operation And Repair Occupations | | |
| 19010 - Machine-Tool Operator (Tool Room) | | 19.97 |
| 19040 - Tool And Die Maker | | 23.75 |
| 21000 - Materials Handling And Packing Occupations | | |
| 21020 - Forklift Operator | | 17.93 |
| 21030 - Material Coordinator | | 23.87 |
| 21040 - Material Expediter | | 23.87 |
| 21050 - Material Handling Laborer | | 18.10 |
| 21071 - Order Filler | | 15.28 |
| 21080 - Production Line Worker (Food Processing) | | 17.93 |
| 21110 - Shipping Packer | | 16.46 |
| 21130 - Shipping/Receiving Clerk | | 16.46 |
| 21140 - Store Worker I | | 15.30 |
| 21150 - Stock Clerk | | 19.39 |
| 21210 - Tools And Parts Attendant | | 17.93 |
| 21410 - Warehouse Specialist | | 17.93 |
| 23000 - Mechanics And Maintenance And Repair Occupations | | |
| 23010 - Aerospace Structural Welder | | 25.40 |
| 23019 - Aircraft Logs and Records Technician | | 20.88 |
| 23021 - Aircraft Mechanic I | | 24.41 |
| 23022 - Aircraft Mechanic II | | 25.40 |
| 23023 - Aircraft Mechanic III | | 26.62 |
| 23040 - Aircraft Mechanic Helper | | 18.18 |
| 23050 - Aircraft Painter | | 23.33 |
| 23060 - Aircraft Servicer | | 20.88 |
| 23070 - Aircraft Survival Flight Equipment Technician | | 23.33 |
| 23080 - Aircraft Worker | | 22.12 |
| 23091 - Aircrew Life Support Equipment (ALSE) Mechanic | | 22.12 |

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| I | |
| 23092 - Aircrew Life Support Equipment (ALSE) Mechanic | 24.41 |
| II | |
| 23110 - Appliance Mechanic | 23.33 |
| 23120 - Bicycle Repairer | 19.51 |
| 23125 - Cable Splicer | 26.97 |
| 23130 - Carpenter Maintenance | 22.23 |
| 23140 - Carpet Layer | 22.12 |
| 23160 - Electrician Maintenance | 31.38 |
| 23181 - Electronics Technician Maintenance I | 22.12 |
| 23182 - Electronics Technician Maintenance II | 23.33 |
| 23183 - Electronics Technician Maintenance III | 24.60 |
| 23260 - Fabric Worker | 20.88 |
| 23290 - Fire Alarm System Mechanic | 24.41 |
| 23310 - Fire Extinguisher Repairer | 19.51 |
| 23311 - Fuel Distribution System Mechanic | 29.87 |
| 23312 - Fuel Distribution System Operator | 22.37 |
| 23370 - General Maintenance Worker | 17.81 |
| 23380 - Ground Support Equipment Mechanic | 24.41 |
| 23381 - Ground Support Equipment Servicer | 20.88 |
| 23382 - Ground Support Equipment Worker | 22.12 |
| 23391 - Gunsmith I | 19.51 |
| 23392 - Gunsmith II | 22.12 |
| 23393 - Gunsmith III | 24.41 |
| 23410 - Heating Ventilation And Air-Conditioning Mechanic | 27.07 |
| 23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) | 28.20 |
| 23430 - Heavy Equipment Mechanic | 24.67 |
| 23440 - Heavy Equipment Operator | 23.41 |
| 23460 - Instrument Mechanic | 24.41 |
| 23465 - Laboratory/Shelter Mechanic | 23.33 |
| 23470 - Laborer | 14.78*** |
| 23510 - Locksmith | 23.33 |
| 23530 - Machinery Maintenance Mechanic | 25.01 |
| 23550 - Machinist Maintenance | 20.25 |
| 23580 - Maintenance Trades Helper | 18.07 |
| 23591 - Metrology Technician I | 24.41 |
| 23592 - Metrology Technician II | 25.41 |
| 23593 - Metrology Technician III | 26.62 |
| 23640 - Millwright | 25.25 |
| 23710 - Office Appliance Repairer | 22.10 |
| 23760 - Painter Maintenance | 19.35 |
| 23790 - Pipefitter Maintenance | 36.09 |
| 23810 - Plumber Maintenance | 32.59 |
| 23820 - Pneudraulic Systems Mechanic | 24.41 |
| 23850 - Rigger | 24.41 |
| 23870 - Scale Mechanic | 22.12 |
| 23890 - Sheet-Metal Worker Maintenance | 25.78 |
| 23910 - Small Engine Mechanic | 17.11 |
| 23931 - Telecommunications Mechanic I | 24.45 |
| 23932 - Telecommunications Mechanic II | 25.32 |
| 23950 - Telephone Lineman | 27.54 |
| 23960 - Welder Combination Maintenance | 20.67 |
| 23965 - Well Driller | 24.41 |
| 23970 - Woodcraft Worker | 24.41 |
| 23980 - Woodworker | 19.51 |
| 24000 - Personal Needs Occupations | |
| 24550 - Case Manager | 16.50 |
| 24570 - Child Care Attendant | 10.71*** |
| 24580 - Child Care Center Clerk | 12.98*** |
| 24610 - Chore Aide | 12.07*** |
| 24620 - Family Readiness And Support Services Coordinator | 16.50 |
| 24630 - Homemaker | 16.50 |

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| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 30.24 |
| 25040 - Sewage Plant Operator | 25.20 |
| 25070 - Stationary Engineer | 30.24 |
| 25190 - Ventilation Equipment Tender | 21.53 |
| 25210 - Water Treatment Plant Operator | 25.20 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 18.92 |
| 27007 - Baggage Inspector | 13.48*** |
| 27008 - Corrections Officer | 25.40 |
| 27010 - Court Security Officer | 30.86 |
| 27030 - Detection Dog Handler | 15.07 |
| 27040 - Detention Officer | 25.40 |
| 27070 - Firefighter | 36.56 |
| 27101 - Guard I | 13.48*** |
| 27102 - Guard II | 15.07 |
| 27131 - Police Officer I | 33.92 |
| 27132 - Police Officer II | 37.69 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 11.54*** |
| 28042 - Carnival Equipment Repairer | 12.40*** |
| 28043 - Carnival Worker | 9.24*** |
| 28210 - Gate Attendant/Gate Tender | 14.84*** |
| 28310 - Lifeguard | 12.03*** |
| 28350 - Park Attendant (Aide) | 16.60 |
| 28510 - Recreation Aide/Health Facility Attendant | 12.11*** |
| 28515 - Recreation Specialist | 20.46 |
| 28630 - Sports Official | 13.22*** |
| 28690 - Swimming Pool Operator | 18.27 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 21.51 |
| 29020 - Hatch Tender | 21.51 |
| 29030 - Line Handler | 21.51 |
| 29041 - Stevedore I | 20.33 |
| 29042 - Stevedore II | 22.51 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist Center (HFO) (see 2) | 40.29 |
| 30011 - Air Traffic Control Specialist Station (HFO) (see 2) | 27.78 |
| 30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) | 30.59 |
| 30021 - Archeological Technician I | 18.25 |
| 30022 - Archeological Technician II | 20.41 |
| 30023 - Archeological Technician III | 24.87 |
| 30030 - Cartographic Technician | 25.30 |
| 30040 - Civil Engineering Technician | 27.77 |
| 30051 - Cryogenic Technician I | 28.00 |
| 30052 - Cryogenic Technician II | 30.93 |
| 30061 - Drafter/CAD Operator I | 18.25 |
| 30062 - Drafter/CAD Operator II | 20.41 |
| 30063 - Drafter/CAD Operator III | 22.77 |
| 30064 - Drafter/CAD Operator IV | 28.00 |
| 30081 - Engineering Technician I | 16.06 |
| 30082 - Engineering Technician II | 18.06 |
| 30083 - Engineering Technician III | 20.98 |
| 30084 - Engineering Technician IV | 24.78 |
| 30085 - Engineering Technician V | 30.31 |
| 30086 - Engineering Technician VI | 36.67 |
| 30090 - Environmental Technician | 23.95 |
| 30095 - Evidence Control Specialist | 23.95 |
| 30210 - Laboratory Technician | 23.32 |
| 30221 - Latent Fingerprint Technician I | 28.00 |
| 30222 - Latent Fingerprint Technician II | 30.93 |
| 30240 - Mathematical Technician | 25.30 |
| 30361 - Paralegal/Legal Assistant I | 19.93 |
| 30362 - Paralegal/Legal Assistant II | 24.70 |
| 30363 - Paralegal/Legal Assistant III | 30.21 |

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| 30364 - Paralegal/Legal Assistant IV | 34.71 |
| 30375 - Petroleum Supply Specialist | 29.30 |
| 30390 - Photo-Optics Technician | 26.70 |
| 30395 - Radiation Control Technician | 29.30 |
| 30461 - Technical Writer I | 24.57 |
| 30462 - Technical Writer II | 30.06 |
| 30463 - Technical Writer III | 36.37 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 25.60 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 30.98 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 37.13 |
| 30494 - Unexploded (UXO) Safety Escort | 25.60 |
| 30495 - Unexploded (UXO) Sweep Personnel | 25.60 |
| 30501 - Weather Forecaster I | 28.00 |
| 30502 - Weather Forecaster II | 34.06 |
| 30620 - Weather Observer Combined Upper Air Or | (see 2) 22.77 |
| Surface Programs | |
| 30621 - Weather Observer Senior | (see 2) 25.30 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31010 - Airplane Pilot | 30.98 |
| 31020 - Bus Aide | 14.71*** |
| 31030 - Bus Driver | 19.12 |
| 31043 - Driver Courier | 13.74*** |
| 31260 - Parking and Lot Attendant | 11.56*** |
| 31290 - Shuttle Bus Driver | 14.69*** |
| 31310 - Taxi Driver | 14.14*** |
| 31361 - Truckdriver Light | 14.69*** |
| 31362 - Truckdriver Medium | 17.70 |
| 31363 - Truckdriver Heavy | 22.21 |
| 31364 - Truckdriver Tractor-Trailer | 22.21 |
| 99000 - Miscellaneous Occupations | |
| 99020 - Cabin Safety Specialist | 15.10 |
| 99030 - Cashier | 9.94*** |
| 99050 - Desk Clerk | 10.32*** |
| 99095 - Embalmer | 27.76 |
| 99130 - Flight Follower | 25.60 |
| 99251 - Laboratory Animal Caretaker I | 16.26 |
| 99252 - Laboratory Animal Caretaker II | 17.33 |
| 99260 - Marketing Analyst | 25.83 |
| 99310 - Mortician | 27.76 |
| 99410 - Pest Controller | 23.88 |
| 99510 - Photofinishing Worker | 13.45*** |
| 99710 - Recycling Laborer | 19.86 |
| 99711 - Recycling Specialist | 22.88 |
| 99730 - Refuse Collector | 18.35 |
| 99810 - Sales Clerk | 12.12*** |
| 99820 - School Crossing Guard | 16.52 |
| 99830 - Survey Party Chief | 22.81 |
| 99831 - Surveying Aide | 13.58*** |
| 99832 - Surveying Technician | 20.72 |
| 99840 - Vending Machine Attendant | 20.78 |
| 99841 - Vending Machine Repairer | 25.37 |
| 99842 - Vending Machine Repairer Helper | 20.78 |

***Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 (\$15.00 per hour) or 13658 (\$11.25 per hour). Please see the Note at the top of the wage determination for more information. Please also note that the minimum wage requirements of Executive Order 14026 and 13658 are not currently being enforced as to contracts or contract-like instruments entered into with the federal government in connection with seasonal recreational services or seasonal recreational equipment rental for the general public on federal lands.

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.60 per hour up to 40 hours per week or \$184.00 per week or \$797.33 per month

HEALTH & WELFARE EO 13706: \$4.23 per hour up to 40 hours per week or \$169.20 per week or \$733.20 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 8 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (See 29 CFR 4.173)

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Juneteenth National Independence Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than \$27.63 (or on a salary or fee basis at a rate not less than \$455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541.400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds \$27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees

who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

**** HAZARDOUS PAY DIFFERENTIAL ****

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary

affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However in those instances where the uniforms furnished are made of "wash and wear" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

**** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS ****

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

**** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) ****

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR 4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).
- 4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

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| "REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor | U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210 Wage Determination No.: 2015-4239 Revision No.: 18 Date Of Last Revision: 03/15/2022 |
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Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

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| If the contract is entered into on or after January 30 2022 or the contract is renewed or extended (e.g. an option is exercised) on or after January 30 2022: | With certain exceptions Executive Order 14026 applies to the contract. The contractor must pay all covered workers at least \$15.00 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in 2022. |
| If the contract was awarded on or between January 1 2015 and January 29 2022 and the contract is not renewed or extended on or after January 30 2022: | With certain exceptions Executive Order 13658 applies to the contract. The contractor must pay all covered workers at least \$11.25 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in 2022. |

The applicable Executive Order minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the Executive Orders is available at <https://www.dol.gov/agencies/whd/government-contracts>.

State: Pennsylvania

Area: Pennsylvania Counties of Lackawanna Luzerne Wyoming

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|----------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 15.09 |
| 01012 - Accounting Clerk II | | 16.95 |
| 01013 - Accounting Clerk III | | 18.95 |
| 01020 - Administrative Assistant | | 25.86 |
| 01035 - Court Reporter | | 19.92 |
| 01041 - Customer Service Representative I | | 13.73*** |
| 01042 - Customer Service Representative II | | 14.98*** |
| 01043 - Customer Service Representative III | | 16.83 |
| 01051 - Data Entry Operator I | | 13.94*** |
| 01052 - Data Entry Operator II | | 15.21 |
| 01060 - Dispatcher Motor Vehicle | | 20.75 |
| 01070 - Document Preparation Clerk | | 14.82*** |
| 01090 - Duplicating Machine Operator | | 14.82*** |
| 01111 - General Clerk I | | 13.54*** |
| 01112 - General Clerk II | | 14.78*** |
| 01113 - General Clerk III | | 16.60 |

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| 01120 - Housing Referral Assistant | 20.78 |
| 01141 - Messenger Courier | 14.15*** |
| 01191 - Order Clerk I | 14.08*** |
| 01192 - Order Clerk II | 15.89 |
| 01261 - Personnel Assistant (Employment) I | 15.98 |
| 01262 - Personnel Assistant (Employment) II | 17.88 |
| 01263 - Personnel Assistant (Employment) III | 19.93 |
| 01270 - Production Control Clerk | 19.14 |
| 01290 - Rental Clerk | 12.83*** |
| 01300 - Scheduler Maintenance | 16.67 |
| 01311 - Secretary I | 16.67 |
| 01312 - Secretary II | 18.64 |
| 01313 - Secretary III | 20.78 |
| 01320 - Service Order Dispatcher | 18.56 |
| 01410 - Supply Technician | 25.86 |
| 01420 - Survey Worker | 16.59 |
| 01460 - Switchboard Operator/Receptionist | 13.64*** |
| 01531 - Travel Clerk I | 16.86 |
| 01532 - Travel Clerk II | 17.67 |
| 01533 - Travel Clerk III | 18.71 |
| 01611 - Word Processor I | 15.15 |
| 01612 - Word Processor II | 17.02 |
| 01613 - Word Processor III | 19.03 |
| 05000 - Automotive Service Occupations | |
| 05005 - Automobile Body Repairer Fiberglass | 21.24 |
| 05010 - Automotive Electrician | 15.62 |
| 05040 - Automotive Glass Installer | 15.04 |
| 05070 - Automotive Worker | 15.04 |
| 05110 - Mobile Equipment Servicer | 14.04*** |
| 05130 - Motor Equipment Metal Mechanic | 16.10 |
| 05160 - Motor Equipment Metal Worker | 15.04 |
| 05190 - Motor Vehicle Mechanic | 16.10 |
| 05220 - Motor Vehicle Mechanic Helper | 13.52*** |
| 05250 - Motor Vehicle Upholstery Worker | 14.53*** |
| 05280 - Motor Vehicle Wrecker | 15.04 |
| 05310 - Painter Automotive | 15.62 |
| 05340 - Radiator Repair Specialist | 15.05 |
| 05370 - Tire Repairer | 13.94*** |
| 05400 - Transmission Repair Specialist | 16.10 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 13.53*** |
| 07041 - Cook I | 13.59*** |
| 07042 - Cook II | 14.70*** |
| 07070 - Dishwasher | 10.28*** |
| 07130 - Food Service Worker | 10.77*** |
| 07210 - Meat Cutter | 15.68 |
| 07260 - Waiter/Waitress | 11.12*** |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 16.67 |
| 09040 - Furniture Handler | 15.22 |
| 09080 - Furniture Refinisher | 18.38 |
| 09090 - Furniture Refinisher Helper | 15.92 |
| 09110 - Furniture Repairer Minor | 17.05 |
| 09130 - Upholsterer | 16.71 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner Vehicles | 13.26*** |
| 11060 - Elevator Operator | 13.26*** |
| 11090 - Gardener | 15.17 |
| 11122 - Housekeeping Aide | 13.68*** |
| 11150 - Janitor | 13.68*** |
| 11210 - Laborer Grounds Maintenance | 13.02*** |
| 11240 - Maid or Houseman | 10.20*** |
| 11260 - Pruner | 12.35*** |
| 11270 - Tractor Operator | 14.57*** |
| 11330 - Trail Maintenance Worker | 13.02*** |

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| 11360 - Window Cleaner | 14.43*** |
| 12000 - Health Occupations | |
| 12010 Ambulance Driver | 15.69 |
| 12011 - Breath Alcohol Technician | 20.14 |
| 12012 - Certified Occupational Therapist Assistant | 29.29 |
| 12015 - Certified Physical Therapist Assistant | 25.12 |
| 12020 Dental Assistant | 19.45 |
| 12025 - Dental Hygienist | 29.51 |
| 12030 - EKG Technician | 27.90 |
| 12035 - Electroneurodiagnostic Technologist | 27.90 |
| 12040 Emergency Medical Technician | 15.69 |
| 12071 - Licensed Practical Nurse I | 18.01 |
| 12072 - Licensed Practical Nurse II | 20.14 |
| 12073 - Licensed Practical Nurse III | 22.45 |
| 12100 Medical Assistant | 15.38 |
| 12130 - Medical Laboratory Technician | 25.68 |
| 12160 - Medical Record Clerk | 18.35 |
| 12190 - Medical Record Technician | 22.58 |
| 12195 Medical Transcriptionist | 17.25 |
| 12210 - Nuclear Medicine Technologist | 42.59 |
| 12221 - Nursing Assistant I | 11.73*** |
| 12222 - Nursing Assistant II | 13.18*** |
| 12223 Nursing Assistant III | 14.38*** |
| 12224 - Nursing Assistant IV | 16.15 |
| 12235 - Optical Dispenser | 14.49*** |
| 12236 - Optical Technician | 18.01 |
| 12250 Pharmacy Technician | 15.39 |
| 12280 - Phlebotomist | 16.96 |
| 12305 - Radiologic Technologist | 29.79 |
| 12311 - Registered Nurse I | 23.16 |
| 12312 Registered Nurse II | 28.32 |
| 12313 - Registered Nurse II Specialist | 28.32 |
| 12314 - Registered Nurse III | 34.27 |
| 12315 - Registered Nurse III Anesthetist | 34.27 |
| 12316 Registered Nurse IV | 41.08 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 24.94 |
| 12320 - Substance Abuse Treatment Counselor | 23.18 |
| 13000 - Information And Arts Occupations | |
| 13011 Exhibits Specialist I | 18.53 |
| 13012 - Exhibits Specialist II | 22.95 |
| 13013 - Exhibits Specialist III | 28.07 |
| 13041 - Illustrator I | 18.53 |
| 13042 Illustrator II | 22.95 |
| 13043 - Illustrator III | 28.07 |
| 13047 - Librarian | 25.42 |
| 13050 - Library Aide/Clerk | 13.58*** |
| 13054 Library Information Technology Systems Administrator | 22.95 |
| 13058 - Library Technician | 16.03 |
| 13061 - Media Specialist I | 16.56 |
| 13062 Media Specialist II | 18.53 |
| 13063 - Media Specialist III | 20.65 |
| 13071 - Photographer I | 15.33 |
| 13072 - Photographer II | 17.16 |
| 13073 Photographer III | 21.26 |
| 13074 - Photographer IV | 25.99 |
| 13075 - Photographer V | 31.46 |
| 13090 - Technical Order Library Clerk | 17.68 |
| 13110 Video Teleconference Technician | 21.20 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 19.17 |
| 14042 - Computer Operator II | 21.46 |
| 14043 Computer Operator III | 23.93 |
| 14044 - Computer Operator IV | 26.58 |
| 14045 - Computer Operator V | 29.44 |

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| 14071 - Computer Programmer I | (see 1) | 20.95 |
| 14072 - Computer Programmer II | (see 1) | 25.95 |
| 14073 - Computer Programmer III | (see 1) | |
| 14074 - Computer Programmer IV | (see 1) | |
| 14101 - Computer Systems Analyst I | (see 1) | |
| 14102 - Computer Systems Analyst II | (see 1) | |
| 14103 - Computer Systems Analyst III | (see 1) | |
| 14150 - Peripheral Equipment Operator | | 19.17 |
| 14160 - Personal Computer Support Technician | | 26.58 |
| 14170 - System Support Specialist | | 30.68 |
| 15000 - Instructional Occupations | | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | | 30.48 |
| 15020 - Aircrew Training Devices Instructor (Rated) | | 36.89 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | | 44.21 |
| 15050 - Computer Based Training Specialist / Instructor | | 30.48 |
| 15060 - Educational Technologist | | 33.23 |
| 15070 - Flight Instructor (Pilot) | | 44.21 |
| 15080 - Graphic Artist | | 19.76 |
| 15085 - Maintenance Test Pilot Fixed Jet/Prop | | 44.21 |
| 15086 - Maintenance Test Pilot Rotary Wing | | 44.21 |
| 15088 - Non-Maintenance Test/Co-Pilot | | 44.21 |
| 15090 - Technical Instructor | | 19.36 |
| 15095 - Technical Instructor/Course Developer | | 23.68 |
| 15110 - Test Proctor | | 15.63 |
| 15120 - Tutor | | 15.63 |
| 16000 - Laundry Dry-Cleaning Pressing And Related Occupations | | |
| 16010 - Assembler | | 10.55*** |
| 16030 - Counter Attendant | | 10.55*** |
| 16040 - Dry Cleaner | | 13.22*** |
| 16070 - Finisher Flatwork Machine | | 10.55*** |
| 16090 - Presser Hand | | 10.55*** |
| 16110 - Presser Machine Drycleaning | | 10.55*** |
| 16130 - Presser Machine Shirts | | 10.55*** |
| 16160 - Presser Machine Wearing Apparel Laundry | | 10.55*** |
| 16190 - Sewing Machine Operator | | 14.13*** |
| 16220 - Tailor | | 15.02 |
| 16250 - Washer Machine | | 11.41*** |
| 19000 - Machine Tool Operation And Repair Occupations | | |
| 19010 - Machine-Tool Operator (Tool Room) | | 20.94 |
| 19040 - Tool And Die Maker | | 24.12 |
| 21000 - Materials Handling And Packing Occupations | | |
| 21020 - Forklift Operator | | 17.31 |
| 21030 - Material Coordinator | | 19.14 |
| 21040 - Material Expediter | | 19.14 |
| 21050 - Material Handling Laborer | | 14.79*** |
| 21071 - Order Filler | | 13.81*** |
| 21080 - Production Line Worker (Food Processing) | | 17.31 |
| 21110 - Shipping Packer | | 16.63 |
| 21130 - Shipping/Receiving Clerk | | 16.63 |
| 21140 - Store Worker I | | 16.00 |
| 21150 - Stock Clerk | | 18.59 |
| 21210 - Tools And Parts Attendant | | 17.31 |
| 21410 - Warehouse Specialist | | 17.31 |
| 23000 - Mechanics And Maintenance And Repair Occupations | | |
| 23010 - Aerospace Structural Welder | | 26.35 |
| 23019 - Aircraft Logs and Records Technician | | 22.45 |
| 23021 - Aircraft Mechanic I | | 25.37 |
| 23022 - Aircraft Mechanic II | | 26.35 |
| 23023 - Aircraft Mechanic III | | 27.19 |
| 23040 - Aircraft Mechanic Helper | | 20.66 |
| 23050 - Aircraft Painter | | 24.38 |
| 23060 - Aircraft Servicer | | 22.45 |
| 23070 - Aircraft Survival Flight Equipment Technician | | 24.38 |
| 23080 - Aircraft Worker | | 23.37 |
| 23091 - Aircrew Life Support Equipment (ALSE) Mechanic | | 23.37 |

| | |
|---|----------|
| I | |
| 23092 - Aircrew Life Support Equipment (ALSE) Mechanic | 25.37 |
| II | |
| 23110 - Appliance Mechanic | 24.38 |
| 23120 - Bicycle Repairer | 21.59 |
| 23125 - Cable Splicer | 37.95 |
| 23130 - Carpenter Maintenance | 22.72 |
| 23140 - Carpet Layer | 25.45 |
| 23160 - Electrician Maintenance | 29.59 |
| 23181 - Electronics Technician Maintenance I | 25.65 |
| 23182 - Electronics Technician Maintenance II | 26.76 |
| 23183 - Electronics Technician Maintenance III | 27.85 |
| 23260 - Fabric Worker | 22.45 |
| 23290 - Fire Alarm System Mechanic | 25.56 |
| 23310 - Fire Extinguisher Repairer | 21.59 |
| 23311 - Fuel Distribution System Mechanic | 30.05 |
| 23312 - Fuel Distribution System Operator | 25.56 |
| 23370 - General Maintenance Worker | 17.85 |
| 23380 - Ground Support Equipment Mechanic | 25.37 |
| 23381 - Ground Support Equipment Servicer | 22.45 |
| 23382 - Ground Support Equipment Worker | 23.37 |
| 23391 - Gunsmith I | 21.59 |
| 23392 - Gunsmith II | 23.37 |
| 23393 - Gunsmith III | 25.37 |
| 23410 - Heating Ventilation And Air-Conditioning Mechanic | 25.36 |
| 23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) | 26.34 |
| 23430 - Heavy Equipment Mechanic | 23.53 |
| 23440 - Heavy Equipment Operator | 23.00 |
| 23460 - Instrument Mechanic | 25.37 |
| 23465 - Laboratory/Shelter Mechanic | 24.38 |
| 23470 - Laborer | 14.79*** |
| 23510 - Locksmith | 24.38 |
| 23530 - Machinery Maintenance Mechanic | 25.71 |
| 23550 - Machinist Maintenance | 22.07 |
| 23580 - Maintenance Trades Helper | 15.48 |
| 23591 - Metrology Technician I | 25.37 |
| 23592 - Metrology Technician II | 26.35 |
| 23593 - Metrology Technician III | 27.19 |
| 23640 - Millwright | 25.22 |
| 23710 - Office Appliance Repairer | 21.08 |
| 23760 - Painter Maintenance | 25.07 |
| 23790 - Pipefitter Maintenance | 23.83 |
| 23810 - Plumber Maintenance | 23.02 |
| 23820 - Pneudraulic Systems Mechanic | 25.37 |
| 23850 - Rigger | 25.37 |
| 23870 - Scale Mechanic | 23.37 |
| 23890 - Sheet-Metal Worker Maintenance | 32.13 |
| 23910 - Small Engine Mechanic | 20.97 |
| 23931 - Telecommunications Mechanic I | 30.22 |
| 23932 - Telecommunications Mechanic II | 31.39 |
| 23950 - Telephone Lineman | 34.38 |
| 23960 - Welder Combination Maintenance | 21.78 |
| 23965 - Well Driller | 25.13 |
| 23970 - Woodcraft Worker | 25.37 |
| 23980 - Woodworker | 21.59 |
| 24000 - Personal Needs Occupations | |
| 24550 - Case Manager | 16.57 |
| 24570 - Child Care Attendant | 10.82*** |
| 24580 - Child Care Center Clerk | 13.49*** |
| 24610 - Chore Aide | 12.35*** |
| 24620 - Family Readiness And Support Services Coordinator | 16.57 |
| 24630 - Homemaker | 16.57 |

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|---|----------|
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 26.79 |
| 25040 - Sewage Plant Operator | 25.43 |
| 25070 - Stationary Engineer | 26.79 |
| 25190 - Ventilation Equipment Tender | 21.81 |
| 25210 - Water Treatment Plant Operator | 25.43 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 19.25 |
| 27007 - Baggage Inspector | 15.42 |
| 27008 - Corrections Officer | 29.65 |
| 27010 - Court Security Officer | 28.51 |
| 27030 - Detection Dog Handler | 17.25 |
| 27040 - Detention Officer | 29.65 |
| 27070 - Firefighter | 27.79 |
| 27101 - Guard I | 15.42 |
| 27102 - Guard II | 17.25 |
| 27131 - Police Officer I | 24.64 |
| 27132 - Police Officer II | 27.38 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 11.68*** |
| 28042 - Carnival Equipment Repairer | 12.21*** |
| 28043 - Carnival Worker | 10.15*** |
| 28210 - Gate Attendant/Gate Tender | 14.21*** |
| 28310 - Lifeguard | 12.18*** |
| 28350 - Park Attendant (Aide) | 15.90 |
| 28510 - Recreation Aide/Health Facility Attendant | 11.52*** |
| 28515 - Recreation Specialist | 18.97 |
| 28630 - Sports Official | 12.66*** |
| 28690 - Swimming Pool Operator | 16.29 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 26.37 |
| 29020 - Hatch Tender | 26.37 |
| 29030 - Line Handler | 26.37 |
| 29041 - Stevedore I | 25.01 |
| 29042 - Stevedore II | 26.90 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist Center (HFO) (see 2) | 40.33 |
| 30011 - Air Traffic Control Specialist Station (HFO) (see 2) | 27.81 |
| 30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) | 30.63 |
| 30021 - Archeological Technician I | 17.48 |
| 30022 - Archeological Technician II | 19.56 |
| 30023 - Archeological Technician III | 23.17 |
| 30030 - Cartographic Technician | 23.17 |
| 30040 - Civil Engineering Technician | 26.33 |
| 30051 - Cryogenic Technician I | 26.84 |
| 30052 - Cryogenic Technician II | 29.66 |
| 30061 - Drafter/CAD Operator I | 17.48 |
| 30062 - Drafter/CAD Operator II | 19.56 |
| 30063 - Drafter/CAD Operator III | 21.81 |
| 30064 - Drafter/CAD Operator IV | 26.84 |
| 30081 - Engineering Technician I | 14.72*** |
| 30082 - Engineering Technician II | 16.52 |
| 30083 - Engineering Technician III | 18.49 |
| 30084 - Engineering Technician IV | 22.90 |
| 30085 - Engineering Technician V | 28.01 |
| 30086 - Engineering Technician VI | 33.89 |
| 30090 - Environmental Technician | 27.76 |
| 30095 - Evidence Control Specialist | 22.97 |
| 30210 - Laboratory Technician | 22.87 |
| 30221 - Latent Fingerprint Technician I | 26.84 |
| 30222 - Latent Fingerprint Technician II | 29.66 |
| 30240 - Mathematical Technician | 24.91 |
| 30361 - Paralegal/Legal Assistant I | 19.83 |
| 30362 - Paralegal/Legal Assistant II | 24.56 |
| 30363 - Paralegal/Legal Assistant III | 30.05 |

| | |
|---|---------------|
| 30364 - Paralegal/Legal Assistant IV | 36.36 |
| 30375 - Petroleum Supply Specialist | 28.12 |
| 30390 - Photo-Optics Technician | 24.61 |
| 30395 - Radiation Control Technician | 28.12 |
| 30461 - Technical Writer I | 21.48 |
| 30462 - Technical Writer II | 26.28 |
| 30463 - Technical Writer III | 31.80 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 25.63 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 31.02 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 37.18 |
| 30494 - Unexploded (UXO) Safety Escort | 25.63 |
| 30495 - Unexploded (UXO) Sweep Personnel | 25.63 |
| 30501 - Weather Forecaster I | 26.84 |
| 30502 - Weather Forecaster II | 32.65 |
| 30620 - Weather Observer Combined Upper Air Or | (see 2) 21.81 |
| Surface Programs | |
| 30621 - Weather Observer Senior | (see 2) 24.24 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31010 - Airplane Pilot | 30.98 |
| 31020 - Bus Aide | 19.64 |
| 31030 - Bus Driver | 23.36 |
| 31043 - Driver Courier | 15.95 |
| 31260 - Parking and Lot Attendant | 11.45*** |
| 31290 - Shuttle Bus Driver | 15.15 |
| 31310 - Taxi Driver | 13.81*** |
| 31361 - Truckdriver Light | 16.67 |
| 31362 - Truckdriver Medium | 17.33 |
| 31363 - Truckdriver Heavy | 24.27 |
| 31364 - Truckdriver Tractor-Trailer | 24.27 |
| 99000 - Miscellaneous Occupations | |
| 99020 - Cabin Safety Specialist | 15.10 |
| 99030 - Cashier | 10.00*** |
| 99050 - Desk Clerk | 10.57*** |
| 99095 - Embalmer | 25.63 |
| 99130 - Flight Follower | 25.60 |
| 99251 - Laboratory Animal Caretaker I | 12.46*** |
| 99252 - Laboratory Animal Caretaker II | 13.02*** |
| 99260 - Marketing Analyst | 27.36 |
| 99310 - Mortician | 25.63 |
| 99410 - Pest Controller | 18.22 |
| 99510 - Photofinishing Worker | 13.45*** |
| 99710 - Recycling Laborer | 19.87 |
| 99711 - Recycling Specialist | 21.73 |
| 99730 - Refuse Collector | 18.88 |
| 99810 - Sales Clerk | 11.91*** |
| 99820 - School Crossing Guard | 11.42*** |
| 99830 - Survey Party Chief | 25.16 |
| 99831 - Surveying Aide | 16.80 |
| 99832 - Surveying Technician | 22.87 |
| 99840 - Vending Machine Attendant | 16.52 |
| 99841 - Vending Machine Repairer | 18.69 |
| 99842 - Vending Machine Repairer Helper | 16.52 |

***Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 (\$15.00 per hour) or 13658 (\$11.25 per hour). Please see the Note at the top of the wage determination for more information. Please also note that the minimum wage requirements of Executive Order 14026 and 13658 are not currently being enforced as to contracts or contract-like instruments entered into with the federal government in connection with seasonal recreational services or seasonal recreational equipment rental for the general public on federal lands.

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.60 per hour up to 40 hours per week or \$184.00 per week or \$797.33 per month

HEALTH & WELFARE EO 13706: \$4.23 per hour up to 40 hours per week or \$169.20 per week or \$733.20 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; and 3 weeks after 10 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of twelve paid holidays per year: New Year's Day Martin Luther King Jr's Birthday Washington's Birthday Good Friday Memorial Day Juneteenth National Independence Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than \$27.63 (or on a salary or fee basis at a rate not less than \$455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541.400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds \$27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees

who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

**** HAZARDOUS PAY DIFFERENTIAL ****

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary

affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However in those instances where the uniforms furnished are made of "wash and wear" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

**** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS ****

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

**** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) ****

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR 4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).
- 4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

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| "REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor | U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210 Wage Determination No.: 2015-4229 Revision No.: 18 Date Of Last Revision: 03/15/2022 |
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Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

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| If the contract is entered into on or after January 30 2022 or the contract is renewed or extended (e.g. an option is exercised) on or after January 30 2022: | With certain exceptions Executive Order 14026 applies to the contract. The contractor must pay all covered workers at least \$15.00 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in 2022. |
| If the contract was awarded on or between January 1 2015 and January 29 2022 and the contract is not renewed or extended on or after January 30 2022: | With certain exceptions Executive Order 13658 applies to the contract. The contractor must pay all covered workers at least \$11.25 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in 2022. |

The applicable Executive Order minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the Executive Orders is available at <https://www.dol.gov/agencies/whd/government-contracts>.

State: Pennsylvania

Area: Pennsylvania County of Lancaster

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|----------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 15.78 |
| 01012 - Accounting Clerk II | | 17.73 |
| 01013 - Accounting Clerk III | | 19.82 |
| 01020 - Administrative Assistant | | 25.16 |
| 01035 - Court Reporter | | 22.23 |
| 01041 - Customer Service Representative I | | 14.24*** |
| 01042 - Customer Service Representative II | | 15.54 |
| 01043 - Customer Service Representative III | | 17.46 |
| 01051 - Data Entry Operator I | | 15.44 |
| 01052 - Data Entry Operator II | | 16.85 |
| 01060 - Dispatcher Motor Vehicle | | 21.18 |
| 01070 - Document Preparation Clerk | | 17.18 |
| 01090 - Duplicating Machine Operator | | 17.18 |
| 01111 - General Clerk I | | 14.34*** |
| 01112 - General Clerk II | | 15.65 |
| 01113 - General Clerk III | | 17.58 |

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| 01120 - Housing Referral Assistant | 19.97 |
| 01141 - Messenger Courier | 15.97 |
| 01191 - Order Clerk I | 18.24 |
| 01192 - Order Clerk II | 19.90 |
| 01261 - Personnel Assistant (Employment) I | 16.44 |
| 01262 - Personnel Assistant (Employment) II | 18.40 |
| 01263 - Personnel Assistant (Employment) III | 20.51 |
| 01270 - Production Control Clerk | 23.38 |
| 01290 - Rental Clerk | 14.23*** |
| 01300 - Scheduler Maintenance | 16.03 |
| 01311 - Secretary I | 16.03 |
| 01312 - Secretary II | 17.92 |
| 01313 - Secretary III | 19.97 |
| 01320 - Service Order Dispatcher | 18.93 |
| 01410 - Supply Technician | 25.16 |
| 01420 - Survey Worker | 19.01 |
| 01460 - Switchboard Operator/Receptionist | 14.37*** |
| 01531 - Travel Clerk I | 17.39 |
| 01532 - Travel Clerk II | 18.68 |
| 01533 - Travel Clerk III | 20.03 |
| 01611 - Word Processor I | 14.62*** |
| 01612 - Word Processor II | 16.42 |
| 01613 - Word Processor III | 18.36 |
| 05000 - Automotive Service Occupations | |
| 05005 - Automobile Body Repairer Fiberglass | 21.94 |
| 05010 - Automotive Electrician | 21.40 |
| 05040 - Automotive Glass Installer | 20.33 |
| 05070 - Automotive Worker | 20.33 |
| 05110 - Mobile Equipment Servicer | 18.18 |
| 05130 - Motor Equipment Metal Mechanic | 22.45 |
| 05160 - Motor Equipment Metal Worker | 20.33 |
| 05190 - Motor Vehicle Mechanic | 22.45 |
| 05220 - Motor Vehicle Mechanic Helper | 17.02 |
| 05250 - Motor Vehicle Upholstery Worker | 19.26 |
| 05280 - Motor Vehicle Wrecker | 20.33 |
| 05310 - Painter Automotive | 21.40 |
| 05340 - Radiator Repair Specialist | 20.33 |
| 05370 - Tire Repairer | 17.58 |
| 05400 - Transmission Repair Specialist | 22.45 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 12.80*** |
| 07041 - Cook I | 13.63*** |
| 07042 - Cook II | 15.24 |
| 07070 - Dishwasher | 10.31*** |
| 07130 - Food Service Worker | 11.59*** |
| 07210 - Meat Cutter | 16.75 |
| 07260 - Waiter/Waitress | 11.16*** |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 18.88 |
| 09040 - Furniture Handler | 14.47*** |
| 09080 - Furniture Refinisher | 18.88 |
| 09090 - Furniture Refinisher Helper | 15.75 |
| 09110 - Furniture Repairer Minor | 17.31 |
| 09130 - Upholsterer | 21.75 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner Vehicles | 13.81*** |
| 11060 - Elevator Operator | 13.81*** |
| 11090 - Gardener | 19.78 |
| 11122 - Housekeeping Aide | 13.40*** |
| 11150 - Janitor | 13.40*** |
| 11210 - Laborer Grounds Maintenance | 16.21 |
| 11240 - Maid or Houseman | 11.64*** |
| 11260 - Pruner | 15.07 |
| 11270 - Tractor Operator | 18.52 |
| 11330 - Trail Maintenance Worker | 16.21 |

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| 11360 - Window Cleaner | 14.43*** |
| 12000 - Health Occupations | |
| 12010 Ambulance Driver | 17.47 |
| 12011 - Breath Alcohol Technician | 20.76 |
| 12012 - Certified Occupational Therapist Assistant | 31.42 |
| 12015 - Certified Physical Therapist Assistant | 29.26 |
| 12020 Dental Assistant | 23.49 |
| 12025 - Dental Hygienist | 36.11 |
| 12030 - EKG Technician | 31.46 |
| 12035 - Electroneurodiagnostic Technologist | 31.46 |
| 12040 Emergency Medical Technician | 17.47 |
| 12071 - Licensed Practical Nurse I | 18.57 |
| 12072 - Licensed Practical Nurse II | 20.76 |
| 12073 - Licensed Practical Nurse III | 23.14 |
| 12100 Medical Assistant | 15.20 |
| 12130 - Medical Laboratory Technician | 26.94 |
| 12160 - Medical Record Clerk | 17.15 |
| 12190 - Medical Record Technician | 19.87 |
| 12195 Medical Transcriptionist | 18.83 |
| 12210 - Nuclear Medicine Technologist | 45.62 |
| 12221 - Nursing Assistant I | 11.57*** |
| 12222 - Nursing Assistant II | 13.00*** |
| 12223 Nursing Assistant III | 14.18*** |
| 12224 - Nursing Assistant IV | 15.93 |
| 12235 - Optical Dispenser | 19.28 |
| 12236 - Optical Technician | 18.57 |
| 12250 Pharmacy Technician | 14.69*** |
| 12280 - Phlebotomist | 18.10 |
| 12305 - Radiologic Technologist | 27.03 |
| 12311 - Registered Nurse I | 23.25 |
| 12312 Registered Nurse II | 28.44 |
| 12313 - Registered Nurse II Specialist | 28.44 |
| 12314 - Registered Nurse III | 34.42 |
| 12315 - Registered Nurse III Anesthetist | 34.42 |
| 12316 Registered Nurse IV | 41.25 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 27.81 |
| 12320 - Substance Abuse Treatment Counselor | 24.10 |
| 13000 - Information And Arts Occupations | |
| 13011 Exhibits Specialist I | 19.51 |
| 13012 - Exhibits Specialist II | 24.17 |
| 13013 - Exhibits Specialist III | 29.57 |
| 13041 - Illustrator I | 19.24 |
| 13042 Illustrator II | 23.84 |
| 13043 - Illustrator III | 29.17 |
| 13047 - Librarian | 27.82 |
| 13050 - Library Aide/Clerk | 13.12*** |
| 13054 Library Information Technology Systems Administrator | 25.12 |
| 13058 - Library Technician | 14.66*** |
| 13061 - Media Specialist I | 18.14 |
| 13062 Media Specialist II | 20.28 |
| 13063 - Media Specialist III | 22.59 |
| 13071 - Photographer I | 17.17 |
| 13072 - Photographer II | 19.67 |
| 13073 Photographer III | 23.69 |
| 13074 - Photographer IV | 28.98 |
| 13075 - Photographer V | 35.06 |
| 13090 - Technical Order Library Clerk | 20.28 |
| 13110 Video Teleconference Technician | 25.66 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 17.47 |
| 14042 - Computer Operator II | 19.53 |
| 14043 Computer Operator III | 21.77 |
| 14044 - Computer Operator IV | 24.20 |
| 14045 - Computer Operator V | 26.80 |

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| 14071 - Computer Programmer I | (see 1) | 21.66 |
| 14072 - Computer Programmer II | (see 1) | |
| 14073 - Computer Programmer III | (see 1) | |
| 14074 - Computer Programmer IV | (see 1) | |
| 14101 - Computer Systems Analyst I | (see 1) | |
| 14102 - Computer Systems Analyst II | (see 1) | |
| 14103 - Computer Systems Analyst III | (see 1) | |
| 14150 - Peripheral Equipment Operator | | 17.47 |
| 14160 - Personal Computer Support Technician | | 24.20 |
| 14170 - System Support Specialist | | 35.10 |
| 15000 - Instructional Occupations | | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | | 28.57 |
| 15020 - Aircrew Training Devices Instructor (Rated) | | 34.57 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | | 41.43 |
| 15050 - Computer Based Training Specialist / Instructor | | 28.57 |
| 15060 - Educational Technologist | | 35.52 |
| 15070 - Flight Instructor (Pilot) | | 41.43 |
| 15080 - Graphic Artist | | 22.06 |
| 15085 - Maintenance Test Pilot Fixed Jet/Prop | | 41.41 |
| 15086 - Maintenance Test Pilot Rotary Wing | | 41.41 |
| 15088 - Non-Maintenance Test/Co-Pilot | | 41.41 |
| 15090 - Technical Instructor | | 23.54 |
| 15095 - Technical Instructor/Course Developer | | 28.80 |
| 15110 - Test Proctor | | 19.00 |
| 15120 - Tutor | | 19.00 |
| 16000 - Laundry Dry-Cleaning Pressing And Related Occupations | | |
| 16010 - Assembler | | 10.68*** |
| 16030 - Counter Attendant | | 10.68*** |
| 16040 - Dry Cleaner | | 13.33*** |
| 16070 - Finisher Flatwork Machine | | 10.68*** |
| 16090 - Presser Hand | | 10.68*** |
| 16110 - Presser Machine Drycleaning | | 10.68*** |
| 16130 - Presser Machine Shirts | | 10.68*** |
| 16160 - Presser Machine Wearing Apparel Laundry | | 10.68*** |
| 16190 - Sewing Machine Operator | | 14.19*** |
| 16220 - Tailor | | 15.07 |
| 16250 - Washer Machine | | 11.56*** |
| 19000 - Machine Tool Operation And Repair Occupations | | |
| 19010 - Machine-Tool Operator (Tool Room) | | 20.34 |
| 19040 - Tool And Die Maker | | 24.43 |
| 21000 - Materials Handling And Packing Occupations | | |
| 21020 - Forklift Operator | | 20.57 |
| 21030 - Material Coordinator | | 23.38 |
| 21040 - Material Expediter | | 23.38 |
| 21050 - Material Handling Laborer | | 15.53 |
| 21071 - Order Filler | | 14.21*** |
| 21080 - Production Line Worker (Food Processing) | | 20.57 |
| 21110 - Shipping Packer | | 17.16 |
| 21130 - Shipping/Receiving Clerk | | 17.16 |
| 21140 - Store Worker I | | 14.44*** |
| 21150 - Stock Clerk | | 18.05 |
| 21210 - Tools And Parts Attendant | | 20.57 |
| 21410 - Warehouse Specialist | | 20.57 |
| 23000 - Mechanics And Maintenance And Repair Occupations | | |
| 23010 - Aerospace Structural Welder | | 24.88 |
| 23019 - Aircraft Logs and Records Technician | | 20.39 |
| 23021 - Aircraft Mechanic I | | 23.77 |
| 23022 - Aircraft Mechanic II | | 24.88 |
| 23023 - Aircraft Mechanic III | | 26.03 |
| 23040 - Aircraft Mechanic Helper | | 18.02 |
| 23050 - Aircraft Painter | | 22.66 |
| 23060 - Aircraft Servicer | | 20.39 |
| 23070 - Aircraft Survival Flight Equipment Technician | | 22.66 |
| 23080 - Aircraft Worker | | 21.52 |
| 23091 - Aircrew Life Support Equipment (ALSE) Mechanic | | 21.52 |

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| I | |
| 23092 - Aircrew Life Support Equipment (ALSE) Mechanic | 23.77 |
| II | |
| 23110 - Appliance Mechanic | 21.42 |
| 23120 - Bicycle Repairer | 20.26 |
| 23125 - Cable Splicer | 37.72 |
| 23130 - Carpenter Maintenance | 20.98 |
| 23140 - Carpet Layer | 20.70 |
| 23160 - Electrician Maintenance | 27.17 |
| 23181 - Electronics Technician Maintenance I | 26.08 |
| 23182 - Electronics Technician Maintenance II | 27.46 |
| 23183 - Electronics Technician Maintenance III | 28.81 |
| 23260 - Fabric Worker | 21.47 |
| 23290 - Fire Alarm System Mechanic | 24.27 |
| 23310 - Fire Extinguisher Repairer | 20.26 |
| 23311 - Fuel Distribution System Mechanic | 25.33 |
| 23312 - Fuel Distribution System Operator | 20.51 |
| 23370 - General Maintenance Worker | 19.74 |
| 23380 - Ground Support Equipment Mechanic | 23.77 |
| 23381 - Ground Support Equipment Servicer | 20.39 |
| 23382 - Ground Support Equipment Worker | 21.52 |
| 23391 - Gunsmith I | 20.26 |
| 23392 - Gunsmith II | 22.66 |
| 23393 - Gunsmith III | 25.03 |
| 23410 - Heating Ventilation And Air-Conditioning Mechanic | 23.57 |
| 23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) | 24.67 |
| 23430 - Heavy Equipment Mechanic | 24.45 |
| 23440 - Heavy Equipment Operator | 22.79 |
| 23460 - Instrument Mechanic | 25.03 |
| 23465 - Laboratory/Shelter Mechanic | 23.86 |
| 23470 - Laborer | 15.00 |
| 23510 - Locksmith | 23.82 |
| 23530 - Machinery Maintenance Mechanic | 26.56 |
| 23550 - Machinist Maintenance | 21.43 |
| 23580 - Maintenance Trades Helper | 15.35 |
| 23591 - Metrology Technician I | 25.03 |
| 23592 - Metrology Technician II | 26.20 |
| 23593 - Metrology Technician III | 27.41 |
| 23640 - Millwright | 29.64 |
| 23710 - Office Appliance Repairer | 23.17 |
| 23760 - Painter Maintenance | 20.88 |
| 23790 - Pipefitter Maintenance | 26.24 |
| 23810 - Plumber Maintenance | 25.01 |
| 23820 - Pneudraulic Systems Mechanic | 25.03 |
| 23850 - Rigger | 25.03 |
| 23870 - Scale Mechanic | 22.66 |
| 23890 - Sheet-Metal Worker Maintenance | 29.77 |
| 23910 - Small Engine Mechanic | 18.80 |
| 23931 - Telecommunications Mechanic I | 27.19 |
| 23932 - Telecommunications Mechanic II | 28.46 |
| 23950 - Telephone Lineman | 24.77 |
| 23960 - Welder Combination Maintenance | 21.29 |
| 23965 - Well Driller | 25.03 |
| 23970 - Woodcraft Worker | 25.03 |
| 23980 - Woodworker | 20.26 |
| 24000 - Personal Needs Occupations | |
| 24550 - Case Manager | 17.23 |
| 24570 - Child Care Attendant | 11.58*** |
| 24580 - Child Care Center Clerk | 16.23 |
| 24610 - Chore Aide | 12.12*** |
| 24620 - Family Readiness And Support Services Coordinator | 17.23 |
| 24630 - Homemaker | 17.23 |

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| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 29.32 |
| 25040 - Sewage Plant Operator | 25.42 |
| 25070 - Stationary Engineer | 29.32 |
| 25190 - Ventilation Equipment Tender | 22.31 |
| 25210 - Water Treatment Plant Operator | 25.42 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 19.97 |
| 27007 - Baggage Inspector | 14.11*** |
| 27008 - Corrections Officer | 24.40 |
| 27010 - Court Security Officer | 26.00 |
| 27030 - Detection Dog Handler | 16.29 |
| 27040 - Detention Officer | 24.40 |
| 27070 - Firefighter | 24.74 |
| 27101 - Guard I | 14.11*** |
| 27102 - Guard II | 16.29 |
| 27131 - Police Officer I | 33.64 |
| 27132 - Police Officer II | 37.39 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 12.76*** |
| 28042 - Carnival Equipment Repairer | 13.63*** |
| 28043 - Carnival Worker | 10.35*** |
| 28210 - Gate Attendant/Gate Tender | 14.81*** |
| 28310 - Lifeguard | 11.03*** |
| 28350 - Park Attendant (Aide) | 16.56 |
| 28510 - Recreation Aide/Health Facility Attendant | 12.08*** |
| 28515 - Recreation Specialist | 20.51 |
| 28630 - Sports Official | 13.18*** |
| 28690 - Swimming Pool Operator | 18.30 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 27.81 |
| 29020 - Hatch Tender | 27.81 |
| 29030 - Line Handler | 27.81 |
| 29041 - Stevedore I | 26.37 |
| 29042 - Stevedore II | 29.28 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist Center (HFO) (see 2) | 40.72 |
| 30011 - Air Traffic Control Specialist Station (HFO) (see 2) | 28.08 |
| 30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) | 30.92 |
| 30021 - Archeological Technician I | 18.27 |
| 30022 - Archeological Technician II | 20.43 |
| 30023 - Archeological Technician III | 25.31 |
| 30030 - Cartographic Technician | 25.31 |
| 30040 - Civil Engineering Technician | 26.31 |
| 30051 - Cryogenic Technician I | 28.03 |
| 30052 - Cryogenic Technician II | 30.96 |
| 30061 - Drafter/CAD Operator I | 18.27 |
| 30062 - Drafter/CAD Operator II | 20.43 |
| 30063 - Drafter/CAD Operator III | 22.77 |
| 30064 - Drafter/CAD Operator IV | 28.03 |
| 30081 - Engineering Technician I | 16.05 |
| 30082 - Engineering Technician II | 18.03 |
| 30083 - Engineering Technician III | 20.16 |
| 30084 - Engineering Technician IV | 24.98 |
| 30085 - Engineering Technician V | 30.56 |
| 30086 - Engineering Technician VI | 36.98 |
| 30090 - Environmental Technician | 25.31 |
| 30095 - Evidence Control Specialist | 25.31 |
| 30210 - Laboratory Technician | 21.22 |
| 30221 - Latent Fingerprint Technician I | 28.03 |
| 30222 - Latent Fingerprint Technician II | 30.96 |
| 30240 - Mathematical Technician | 25.31 |
| 30361 - Paralegal/Legal Assistant I | 19.32 |
| 30362 - Paralegal/Legal Assistant II | 24.12 |
| 30363 - Paralegal/Legal Assistant III | 29.50 |

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| 30364 - Paralegal/Legal Assistant IV | 35.70 |
| 30375 - Petroleum Supply Specialist | 30.96 |
| 30390 - Photo-Optics Technician | 25.31 |
| 30395 - Radiation Control Technician | 30.96 |
| 30461 - Technical Writer I | 22.21 |
| 30462 - Technical Writer II | 27.16 |
| 30463 - Technical Writer III | 32.86 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 25.88 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 31.31 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 37.53 |
| 30494 - Unexploded (UXO) Safety Escort | 25.88 |
| 30495 - Unexploded (UXO) Sweep Personnel | 25.88 |
| 30501 - Weather Forecaster I | 28.03 |
| 30502 - Weather Forecaster II | 34.10 |
| 30620 - Weather Observer Combined Upper Air Or Surface Programs | (see 2) 22.77 |
| 30621 - Weather Observer Senior | (see 2) 25.31 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31010 - Airplane Pilot | 31.31 |
| 31020 - Bus Aide | 13.82*** |
| 31030 - Bus Driver | 17.87 |
| 31043 - Driver Courier | 14.56*** |
| 31260 - Parking and Lot Attendant | 11.35*** |
| 31290 - Shuttle Bus Driver | 15.65 |
| 31310 - Taxi Driver | 13.72*** |
| 31361 - Truckdriver Light | 15.49 |
| 31362 - Truckdriver Medium | 18.05 |
| 31363 - Truckdriver Heavy | 21.45 |
| 31364 - Truckdriver Tractor-Trailer | 21.45 |
| 99000 - Miscellaneous Occupations | |
| 99020 - Cabin Safety Specialist | 15.27 |
| 99030 - Cashier | 11.13*** |
| 99050 - Desk Clerk | 11.90*** |
| 99095 - Embalmer | 35.86 |
| 99130 - Flight Follower | 25.88 |
| 99251 - Laboratory Animal Caretaker I | 14.01*** |
| 99252 - Laboratory Animal Caretaker II | 14.96*** |
| 99260 - Marketing Analyst | 25.85 |
| 99310 - Mortician | 35.86 |
| 99410 - Pest Controller | 21.17 |
| 99510 - Photofinishing Worker | 14.01*** |
| 99710 - Recycling Laborer | 20.32 |
| 99711 - Recycling Specialist | 23.27 |
| 99730 - Refuse Collector | 18.87 |
| 99810 - Sales Clerk | 12.47*** |
| 99820 - School Crossing Guard | 15.52 |
| 99830 - Survey Party Chief | 27.76 |
| 99831 - Surveying Aide | 19.02 |
| 99832 - Surveying Technician | 24.49 |
| 99840 - Vending Machine Attendant | 19.31 |
| 99841 - Vending Machine Repairer | 23.06 |
| 99842 - Vending Machine Repairer Helper | 19.31 |

***Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 (\$15.00 per hour) or 13658 (\$11.25 per hour). Please see the Note at the top of the wage determination for more information. Please also note that the minimum wage requirements of Executive Order 14026 and 13658 are not currently being enforced as to contracts or contract-like instruments entered into with the federal government in connection with seasonal recreational services or seasonal recreational equipment rental for the general public on federal lands.

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.60 per hour up to 40 hours per week or \$184.00 per week or \$797.33 per month

HEALTH & WELFARE EO 13706: \$4.23 per hour up to 40 hours per week or \$169.20 per week or \$733.20 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; and 3 weeks after 8 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Juneteenth National Independence Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than \$27.63 (or on a salary or fee basis at a rate not less than \$455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541.400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds \$27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees

who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

**** HAZARDOUS PAY DIFFERENTIAL ****

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary

affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However in those instances where the uniforms furnished are made of "wash and wear" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

**** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS ****

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

**** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) ****

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR 4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).
- 4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

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| "REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor | U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210 Wage Determination No.: 2015-4231 Revision No.: 17 Date Of Last Revision: 03/15/2022 |
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Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

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| If the contract is entered into on or after January 30 2022 or the contract is renewed or extended (e.g. an option is exercised) on or after January 30 2022: | With certain exceptions Executive Order 14026 applies to the contract. The contractor must pay all covered workers at least \$15.00 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in 2022. |
| If the contract was awarded on or between January 1 2015 and January 29 2022 and the contract is not renewed or extended on or after January 30 2022: | With certain exceptions Executive Order 13658 applies to the contract. The contractor must pay all covered workers at least \$11.25 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in 2022. |

The applicable Executive Order minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the Executive Orders is available at <https://www.dol.gov/agencies/whd/government-contracts>.

State: Pennsylvania

Area: Pennsylvania County of Lebanon

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|----------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 16.74 |
| 01012 - Accounting Clerk II | | 18.80 |
| 01013 - Accounting Clerk III | | 21.02 |
| 01020 - Administrative Assistant | | 26.39 |
| 01035 - Court Reporter | | 22.23 |
| 01041 - Customer Service Representative I | | 13.44*** |
| 01042 - Customer Service Representative II | | 15.13 |
| 01043 - Customer Service Representative III | | 16.49 |
| 01051 - Data Entry Operator I | | 13.80*** |
| 01052 - Data Entry Operator II | | 15.06 |
| 01060 - Dispatcher Motor Vehicle | | 21.89 |
| 01070 - Document Preparation Clerk | | 15.06 |
| 01090 - Duplicating Machine Operator | | 15.06 |
| 01111 - General Clerk I | | 13.68*** |
| 01112 - General Clerk II | | 14.92*** |
| 01113 - General Clerk III | | 16.75 |

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| 01120 - Housing Referral Assistant | 21.09 |
| 01141 - Messenger Courier | 12.28*** |
| 01191 - Order Clerk I | 14.70*** |
| 01192 - Order Clerk II | 16.04 |
| 01261 - Personnel Assistant (Employment) I | 18.16 |
| 01262 - Personnel Assistant (Employment) II | 20.32 |
| 01263 - Personnel Assistant (Employment) III | 22.66 |
| 01270 - Production Control Clerk | 24.72 |
| 01290 - Rental Clerk | 16.31 |
| 01300 - Scheduler Maintenance | 16.92 |
| 01311 - Secretary I | 16.92 |
| 01312 - Secretary II | 18.92 |
| 01313 - Secretary III | 21.09 |
| 01320 - Service Order Dispatcher | 20.36 |
| 01410 - Supply Technician | 26.39 |
| 01420 - Survey Worker | 19.45 |
| 01460 - Switchboard Operator/Receptionist | 14.85*** |
| 01531 - Travel Clerk I | 13.02*** |
| 01532 - Travel Clerk II | 13.92*** |
| 01533 - Travel Clerk III | 14.94*** |
| 01611 - Word Processor I | 15.06 |
| 01612 - Word Processor II | 16.92 |
| 01613 - Word Processor III | 18.92 |
| 05000 - Automotive Service Occupations | |
| 05005 - Automobile Body Repairer Fiberglass | 21.55 |
| 05010 - Automotive Electrician | 20.63 |
| 05040 - Automotive Glass Installer | 19.59 |
| 05070 - Automotive Worker | 19.59 |
| 05110 - Mobile Equipment Servicer | 17.52 |
| 05130 - Motor Equipment Metal Mechanic | 21.64 |
| 05160 - Motor Equipment Metal Worker | 19.59 |
| 05190 - Motor Vehicle Mechanic | 21.64 |
| 05220 - Motor Vehicle Mechanic Helper | 16.41 |
| 05250 - Motor Vehicle Upholstery Worker | 18.56 |
| 05280 - Motor Vehicle Wrecker | 19.59 |
| 05310 - Painter Automotive | 20.63 |
| 05340 - Radiator Repair Specialist | 19.59 |
| 05370 - Tire Repairer | 15.98 |
| 05400 - Transmission Repair Specialist | 21.64 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 12.53*** |
| 07041 - Cook I | 15.05 |
| 07042 - Cook II | 16.83 |
| 07070 - Dishwasher | 9.73*** |
| 07130 - Food Service Worker | 11.02*** |
| 07210 - Meat Cutter | 16.23 |
| 07260 - Waiter/Waitress | 10.67*** |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 20.77 |
| 09040 - Furniture Handler | 15.71 |
| 09080 - Furniture Refinisher | 20.77 |
| 09090 - Furniture Refinisher Helper | 17.32 |
| 09110 - Furniture Repairer Minor | 19.04 |
| 09130 - Upholsterer | 21.49 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner Vehicles | 13.33*** |
| 11060 - Elevator Operator | 13.33*** |
| 11090 - Gardener | 20.28 |
| 11122 - Housekeeping Aide | 13.60*** |
| 11150 - Janitor | 13.60*** |
| 11210 - Laborer Grounds Maintenance | 16.58 |
| 11240 - Maid or Houseman | 11.98*** |
| 11260 - Pruner | 15.40 |
| 11270 - Tractor Operator | 18.99 |
| 11330 - Trail Maintenance Worker | 16.58 |

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| 11360 - Window Cleaner | 14.64*** |
| 12000 - Health Occupations | |
| 12010 Ambulance Driver | 21.23 |
| 12011 - Breath Alcohol Technician | 21.23 |
| 12012 - Certified Occupational Therapist Assistant | 29.16 |
| 12015 - Certified Physical Therapist Assistant | 26.87 |
| 12020 Dental Assistant | 19.83 |
| 12025 - Dental Hygienist | 37.95 |
| 12030 - EKG Technician | 32.17 |
| 12035 - Electroneurodiagnostic Technologist | 32.17 |
| 12040 Emergency Medical Technician | 21.23 |
| 12071 - Licensed Practical Nurse I | 18.98 |
| 12072 - Licensed Practical Nurse II | 21.23 |
| 12073 - Licensed Practical Nurse III | 23.66 |
| 12100 Medical Assistant | 16.11 |
| 12130 - Medical Laboratory Technician | 24.99 |
| 12160 - Medical Record Clerk | 18.38 |
| 12190 - Medical Record Technician | 20.49 |
| 12195 Medical Transcriptionist | 18.98 |
| 12210 - Nuclear Medicine Technologist | 46.65 |
| 12221 - Nursing Assistant I | 11.74*** |
| 12222 - Nursing Assistant II | 13.19*** |
| 12223 Nursing Assistant III | 14.40*** |
| 12224 - Nursing Assistant IV | 16.17 |
| 12235 - Optical Dispenser | 22.25 |
| 12236 - Optical Technician | 18.98 |
| 12250 Pharmacy Technician | 16.04 |
| 12280 - Phlebotomist | 18.98 |
| 12305 - Radiologic Technologist | 28.29 |
| 12311 - Registered Nurse I | 23.96 |
| 12312 Registered Nurse II | 29.31 |
| 12313 - Registered Nurse II Specialist | 29.31 |
| 12314 - Registered Nurse III | 35.47 |
| 12315 - Registered Nurse III Anesthetist | 35.47 |
| 12316 Registered Nurse IV | 42.51 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 26.29 |
| 12320 - Substance Abuse Treatment Counselor | 24.83 |
| 13000 - Information And Arts Occupations | |
| 13011 Exhibits Specialist I | 20.94 |
| 13012 - Exhibits Specialist II | 25.94 |
| 13013 - Exhibits Specialist III | 31.74 |
| 13041 - Illustrator I | 20.53 |
| 13042 Illustrator II | 25.44 |
| 13043 - Illustrator III | 31.13 |
| 13047 - Librarian | 28.17 |
| 13050 - Library Aide/Clerk | 11.94*** |
| 13054 Library Information Technology Systems Administrator | 25.44 |
| 13058 - Library Technician | 18.73 |
| 13061 - Media Specialist I | 18.35 |
| 13062 Media Specialist II | 20.53 |
| 13063 - Media Specialist III | 22.90 |
| 13071 - Photographer I | 18.73 |
| 13072 - Photographer II | 20.94 |
| 13073 Photographer III | 25.94 |
| 13074 - Photographer IV | 31.74 |
| 13075 - Photographer V | 38.40 |
| 13090 - Technical Order Library Clerk | 20.94 |
| 13110 Video Teleconference Technician | 19.28 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 16.51 |
| 14042 - Computer Operator II | 18.48 |
| 14043 Computer Operator III | 20.60 |
| 14044 - Computer Operator IV | 22.89 |
| 14045 - Computer Operator V | 25.35 |

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| 14071 - Computer Programmer I | (see 1) | 21.66 |
| 14072 - Computer Programmer II | (see 1) | |
| 14073 - Computer Programmer III | (see 1) | |
| 14074 - Computer Programmer IV | (see 1) | |
| 14101 - Computer Systems Analyst I | (see 1) | |
| 14102 - Computer Systems Analyst II | (see 1) | |
| 14103 - Computer Systems Analyst III | (see 1) | |
| 14150 - Peripheral Equipment Operator | | 16.51 |
| 14160 - Personal Computer Support Technician | | 22.89 |
| 14170 - System Support Specialist | | 25.35 |
| 15000 - Instructional Occupations | | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | | 28.57 |
| 15020 - Aircrew Training Devices Instructor (Rated) | | 34.57 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | | 41.43 |
| 15050 - Computer Based Training Specialist / Instructor | | 28.57 |
| 15060 - Educational Technologist | | 27.95 |
| 15070 - Flight Instructor (Pilot) | | 41.43 |
| 15080 - Graphic Artist | | 29.37 |
| 15085 - Maintenance Test Pilot Fixed Jet/Prop | | 39.74 |
| 15086 - Maintenance Test Pilot Rotary Wing | | 39.74 |
| 15088 - Non-Maintenance Test/Co-Pilot | | 39.74 |
| 15090 - Technical Instructor | | 24.30 |
| 15095 - Technical Instructor/Course Developer | | 29.73 |
| 15110 - Test Proctor | | 19.62 |
| 15120 - Tutor | | 19.90 |
| 16000 - Laundry Dry-Cleaning Pressing And Related Occupations | | |
| 16010 - Assembler | | 10.74*** |
| 16030 - Counter Attendant | | 10.74*** |
| 16040 - Dry Cleaner | | 13.81*** |
| 16070 - Finisher Flatwork Machine | | 10.74*** |
| 16090 - Presser Hand | | 10.74*** |
| 16110 - Presser Machine Drycleaning | | 10.74*** |
| 16130 - Presser Machine Shirts | | 10.74*** |
| 16160 - Presser Machine Wearing Apparel Laundry | | 10.74*** |
| 16190 - Sewing Machine Operator | | 14.70*** |
| 16220 - Tailor | | 15.50 |
| 16250 - Washer Machine | | 11.75*** |
| 19000 - Machine Tool Operation And Repair Occupations | | |
| 19010 - Machine-Tool Operator (Tool Room) | | 24.39 |
| 19040 - Tool And Die Maker | | 29.29 |
| 21000 - Materials Handling And Packing Occupations | | |
| 21020 - Forklift Operator | | 16.36 |
| 21030 - Material Coordinator | | 24.72 |
| 21040 - Material Expediter | | 24.72 |
| 21050 - Material Handling Laborer | | 15.53 |
| 21071 - Order Filler | | 13.96*** |
| 21080 - Production Line Worker (Food Processing) | | 16.36 |
| 21110 - Shipping Packer | | 19.24 |
| 21130 - Shipping/Receiving Clerk | | 19.24 |
| 21140 - Store Worker I | | 14.44*** |
| 21150 - Stock Clerk | | 18.05 |
| 21210 - Tools And Parts Attendant | | 16.36 |
| 21410 - Warehouse Specialist | | 16.36 |
| 23000 - Mechanics And Maintenance And Repair Occupations | | |
| 23010 - Aerospace Structural Welder | | 30.60 |
| 23019 - Aircraft Logs and Records Technician | | 25.08 |
| 23021 - Aircraft Mechanic I | | 29.23 |
| 23022 - Aircraft Mechanic II | | 30.60 |
| 23023 - Aircraft Mechanic III | | 32.01 |
| 23040 - Aircraft Mechanic Helper | | 22.19 |
| 23050 - Aircraft Painter | | 27.86 |
| 23060 - Aircraft Servicer | | 25.08 |
| 23070 - Aircraft Survival Flight Equipment Technician | | 27.86 |
| 23080 - Aircraft Worker | | 26.47 |
| 23091 - Aircrew Life Support Equipment (ALSE) Mechanic | | 26.47 |

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| 23092 - Aircrew Life Support Equipment (ALSE) Mechanic | 29.23 |
| II | |
| 23110 - Appliance Mechanic | 24.39 |
| 23120 - Bicycle Repairer | 20.71 |
| 23125 - Cable Splicer | 28.34 |
| 23130 - Carpenter Maintenance | 22.42 |
| 23140 - Carpet Layer | 22.06 |
| 23160 - Electrician Maintenance | 27.76 |
| 23181 - Electronics Technician Maintenance I | 24.99 |
| 23182 - Electronics Technician Maintenance II | 26.55 |
| 23183 - Electronics Technician Maintenance III | 27.85 |
| 23260 - Fabric Worker | 21.95 |
| 23290 - Fire Alarm System Mechanic | 25.58 |
| 23310 - Fire Extinguisher Repairer | 20.71 |
| 23311 - Fuel Distribution System Mechanic | 25.58 |
| 23312 - Fuel Distribution System Operator | 20.71 |
| 23370 - General Maintenance Worker | 20.55 |
| 23380 - Ground Support Equipment Mechanic | 29.23 |
| 23381 - Ground Support Equipment Servicer | 25.08 |
| 23382 - Ground Support Equipment Worker | 26.47 |
| 23391 - Gunsmith I | 20.71 |
| 23392 - Gunsmith II | 23.16 |
| 23393 - Gunsmith III | 25.58 |
| 23410 - Heating Ventilation And Air-Conditioning Mechanic | 26.04 |
| 23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) | 27.26 |
| 23430 - Heavy Equipment Mechanic | 26.28 |
| 23440 - Heavy Equipment Operator | 23.36 |
| 23460 - Instrument Mechanic | 25.58 |
| 23465 - Laboratory/Shelter Mechanic | 24.39 |
| 23470 - Laborer | 14.89*** |
| 23510 - Locksmith | 24.39 |
| 23530 - Machinery Maintenance Mechanic | 24.17 |
| 23550 - Machinist Maintenance | 22.59 |
| 23580 - Maintenance Trades Helper | 19.40 |
| 23591 - Metrology Technician I | 25.58 |
| 23592 - Metrology Technician II | 26.78 |
| 23593 - Metrology Technician III | 28.02 |
| 23640 - Millwright | 26.95 |
| 23710 - Office Appliance Repairer | 24.39 |
| 23760 - Painter Maintenance | 22.68 |
| 23790 - Pipefitter Maintenance | 25.75 |
| 23810 - Plumber Maintenance | 24.23 |
| 23820 - Pneudraulic Systems Mechanic | 25.58 |
| 23850 - Rigger | 25.58 |
| 23870 - Scale Mechanic | 23.16 |
| 23890 - Sheet-Metal Worker Maintenance | 25.58 |
| 23910 - Small Engine Mechanic | 23.16 |
| 23931 - Telecommunications Mechanic I | 27.01 |
| 23932 - Telecommunications Mechanic II | 28.28 |
| 23950 - Telephone Lineman | 25.83 |
| 23960 - Welder Combination Maintenance | 22.38 |
| 23965 - Well Driller | 25.58 |
| 23970 - Woodcraft Worker | 25.58 |
| 23980 - Woodworker | 20.71 |
| 24000 - Personal Needs Occupations | |
| 24550 - Case Manager | 17.23 |
| 24570 - Child Care Attendant | 13.25*** |
| 24580 - Child Care Center Clerk | 16.51 |
| 24610 - Chore Aide | 12.25*** |
| 24620 - Family Readiness And Support Services Coordinator | 17.23 |
| 24630 - Homemaker | 17.23 |

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| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 25.58 |
| 25040 - Sewage Plant Operator | 26.42 |
| 25070 - Stationary Engineer | 25.58 |
| 25190 - Ventilation Equipment Tender | 20.35 |
| 25210 - Water Treatment Plant Operator | 26.42 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 18.42 |
| 27007 - Baggage Inspector | 14.07*** |
| 27008 - Corrections Officer | 24.75 |
| 27010 - Court Security Officer | 24.75 |
| 27030 - Detection Dog Handler | 16.29 |
| 27040 - Detention Officer | 24.75 |
| 27070 - Firefighter | 27.65 |
| 27101 - Guard I | 14.07*** |
| 27102 - Guard II | 16.29 |
| 27131 - Police Officer I | 32.26 |
| 27132 - Police Officer II | 35.85 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 13.35*** |
| 28042 - Carnival Equipment Repairer | 14.25*** |
| 28043 - Carnival Worker | 10.87*** |
| 28210 - Gate Attendant/Gate Tender | 16.05 |
| 28310 - Lifeguard | 14.30*** |
| 28350 - Park Attendant (Aide) | 17.96 |
| 28510 - Recreation Aide/Health Facility Attendant | 13.10*** |
| 28515 - Recreation Specialist | 20.24 |
| 28630 - Sports Official | 14.30*** |
| 28690 - Swimming Pool Operator | 22.14 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 23.16 |
| 29020 - Hatch Tender | 23.16 |
| 29030 - Line Handler | 23.16 |
| 29041 - Stevedore I | 21.95 |
| 29042 - Stevedore II | 24.39 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist Center (HFO) (see 2) | 40.72 |
| 30011 - Air Traffic Control Specialist Station (HFO) (see 2) | 28.08 |
| 30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) | 30.92 |
| 30021 - Archeological Technician I | 17.08 |
| 30022 - Archeological Technician II | 19.39 |
| 30023 - Archeological Technician III | 23.68 |
| 30030 - Cartographic Technician | 23.68 |
| 30040 - Civil Engineering Technician | 23.68 |
| 30051 - Cryogenic Technician I | 26.22 |
| 30052 - Cryogenic Technician II | 28.96 |
| 30061 - Drafter/CAD Operator I | 17.08 |
| 30062 - Drafter/CAD Operator II | 19.11 |
| 30063 - Drafter/CAD Operator III | 21.31 |
| 30064 - Drafter/CAD Operator IV | 26.22 |
| 30081 - Engineering Technician I | 15.21 |
| 30082 - Engineering Technician II | 17.08 |
| 30083 - Engineering Technician III | 19.11 |
| 30084 - Engineering Technician IV | 23.68 |
| 30085 - Engineering Technician V | 28.96 |
| 30086 - Engineering Technician VI | 35.04 |
| 30090 - Environmental Technician | 24.75 |
| 30095 - Evidence Control Specialist | 23.68 |
| 30210 - Laboratory Technician | 21.31 |
| 30221 - Latent Fingerprint Technician I | 26.22 |
| 30222 - Latent Fingerprint Technician II | 28.96 |
| 30240 - Mathematical Technician | 23.68 |
| 30361 - Paralegal/Legal Assistant I | 18.82 |
| 30362 - Paralegal/Legal Assistant II | 23.32 |
| 30363 - Paralegal/Legal Assistant III | 28.53 |

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| 30364 - Paralegal/Legal Assistant IV | 34.52 |
| 30375 - Petroleum Supply Specialist | 28.96 |
| 30390 - Photo-Optics Technician | 23.68 |
| 30395 - Radiation Control Technician | 28.96 |
| 30461 - Technical Writer I | 23.61 |
| 30462 - Technical Writer II | 28.86 |
| 30463 - Technical Writer III | 34.95 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 25.88 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 31.31 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 37.53 |
| 30494 - Unexploded (UXO) Safety Escort | 25.88 |
| 30495 - Unexploded (UXO) Sweep Personnel | 25.88 |
| 30501 - Weather Forecaster I | 26.22 |
| 30502 - Weather Forecaster II | 31.90 |
| 30620 - Weather Observer Combined Upper Air Or | (see 2) 21.31 |
| Surface Programs | |
| 30621 - Weather Observer Senior | (see 2) 23.68 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31010 - Airplane Pilot | 31.31 |
| 31020 - Bus Aide | 13.72*** |
| 31030 - Bus Driver | 18.40 |
| 31043 - Driver Courier | 14.56*** |
| 31260 - Parking and Lot Attendant | 12.73*** |
| 31290 - Shuttle Bus Driver | 15.86 |
| 31310 - Taxi Driver | 15.86 |
| 31361 - Truckdriver Light | 15.49 |
| 31362 - Truckdriver Medium | 18.05 |
| 31363 - Truckdriver Heavy | 20.41 |
| 31364 - Truckdriver Tractor-Trailer | 20.41 |
| 99000 - Miscellaneous Occupations | |
| 99020 - Cabin Safety Specialist | 15.27 |
| 99030 - Cashier | 10.92*** |
| 99050 - Desk Clerk | 12.66*** |
| 99095 - Embalmer | 29.93 |
| 99130 - Flight Follower | 25.88 |
| 99251 - Laboratory Animal Caretaker I | 18.46 |
| 99252 - Laboratory Animal Caretaker II | 19.56 |
| 99260 - Marketing Analyst | 28.52 |
| 99310 - Mortician | 29.93 |
| 99410 - Pest Controller | 21.85 |
| 99510 - Photofinishing Worker | 13.60*** |
| 99710 - Recycling Laborer | 16.86 |
| 99711 - Recycling Specialist | 19.31 |
| 99730 - Refuse Collector | 15.66 |
| 99810 - Sales Clerk | 13.68*** |
| 99820 - School Crossing Guard | 14.26*** |
| 99830 - Survey Party Chief | 20.86 |
| 99831 - Surveying Aide | 14.29*** |
| 99832 - Surveying Technician | 18.40 |
| 99840 - Vending Machine Attendant | 19.31 |
| 99841 - Vending Machine Repairer | 23.06 |
| 99842 - Vending Machine Repairer Helper | 19.31 |

***Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 (\$15.00 per hour) or 13658 (\$11.25 per hour). Please see the Note at the top of the wage determination for more information. Please also note that the minimum wage requirements of Executive Order 14026 and 13658 are not currently being enforced as to contracts or contract-like instruments entered into with the federal government in connection with seasonal recreational services or seasonal recreational equipment rental for the general public on federal lands.

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.60 per hour up to 40 hours per week or \$184.00 per week or \$797.33 per month

HEALTH & WELFARE EO 13706: \$4.23 per hour up to 40 hours per week or \$169.20 per week or \$733.20 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; and 3 weeks after 8 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Juneteenth National Independence Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than \$27.63 (or on a salary or fee basis at a rate not less than \$455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541.400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds \$27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees

who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

**** HAZARDOUS PAY DIFFERENTIAL ****

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder.

All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary

affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However in those instances where the uniforms furnished are made of "wash and wear" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

**** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS ****

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

**** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) ****

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR 4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).
- 4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

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| "REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor | U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210 Wage Determination No.: 2015-4205 Revision No.: 19 Date Of Last Revision: 03/15/2022 |
| Daniel W. Simms Director | Division of Wage Determinations |

Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

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| If the contract is entered into on or after January 30 2022 or the contract is renewed or extended (e.g. an option is exercised) on or after January 30 2022: | With certain exceptions Executive Order 14026 applies to the contract. The contractor must pay all covered workers at least \$15.00 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in 2022. |
| If the contract was awarded on or between January 1 2015 and January 29 2022 and the contract is not renewed or extended on or after January 30 2022: | With certain exceptions Executive Order 13658 applies to the contract. The contractor must pay all covered workers at least \$11.25 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in 2022. |

The applicable Executive Order minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the Executive Orders is available at <https://www.dol.gov/agencies/whd/government-contracts>.

State: Pennsylvania

Area: Pennsylvania Counties of Lehigh Northampton

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|---------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 17.08 |
| 01012 - Accounting Clerk II | | 19.18 |
| 01013 - Accounting Clerk III | | 21.46 |
| 01020 - Administrative Assistant | | 27.72 |
| 01035 - Court Reporter | | 25.56 |
| 01041 - Customer Service Representative I | | 14.81** |
| 01042 - Customer Service Representative II | | 16.65 |
| 01043 - Customer Service Representative III | | 18.16 |
| 01051 - Data Entry Operator I | | 15.36 |
| 01052 - Data Entry Operator II | | 16.76 |
| 01060 - Dispatcher Motor Vehicle | | 20.09 |
| 01070 - Document Preparation Clerk | | 17.42 |
| 01090 - Duplicating Machine Operator | | 17.42 |
| 01111 - General Clerk I | | 15.70 |
| 01112 - General Clerk II | | 17.12 |
| 01113 - General Clerk III | | 19.22 |

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| 01120 - Housing Referral Assistant | 24.11 |
| 01141 - Messenger Courier | 15.24 |
| 01191 - Order Clerk I | 16.97 |
| 01192 - Order Clerk II | 18.52 |
| 01261 - Personnel Assistant (Employment) I | 19.50 |
| 01262 - Personnel Assistant (Employment) II | 21.80 |
| 01263 - Personnel Assistant (Employment) III | 24.30 |
| 01270 - Production Control Clerk | 22.74 |
| 01290 - Rental Clerk | 16.83 |
| 01300 - Scheduler Maintenance | 19.12 |
| 01311 - Secretary I | 19.12 |
| 01312 - Secretary II | 21.84 |
| 01313 - Secretary III | 24.11 |
| 01320 - Service Order Dispatcher | 17.97 |
| 01410 - Supply Technician | 27.72 |
| 01420 - Survey Worker | 17.92 |
| 01460 - Switchboard Operator/Receptionist | 15.61 |
| 01531 - Travel Clerk I | 16.92 |
| 01532 - Travel Clerk II | 18.35 |
| 01533 - Travel Clerk III | 19.84 |
| 01611 - Word Processor I | 16.54 |
| 01612 - Word Processor II | 18.58 |
| 01613 - Word Processor III | 20.78 |
| 05000 - Automotive Service Occupations | |
| 05005 - Automobile Body Repairer Fiberglass | 22.83 |
| 05010 - Automotive Electrician | 22.03 |
| 05040 - Automotive Glass Installer | 20.34 |
| 05070 - Automotive Worker | 21.11 |
| 05110 - Mobile Equipment Servicer | 19.63 |
| 05130 - Motor Equipment Metal Mechanic | 22.81 |
| 05160 - Motor Equipment Metal Worker | 21.22 |
| 05190 - Motor Vehicle Mechanic | 22.83 |
| 05220 - Motor Vehicle Mechanic Helper | 18.71 |
| 05250 - Motor Vehicle Upholstery Worker | 20.54 |
| 05280 - Motor Vehicle Wrecker | 21.22 |
| 05310 - Painter Automotive | 22.14 |
| 05340 - Radiator Repair Specialist | 21.22 |
| 05370 - Tire Repairer | 14.89*** |
| 05400 - Transmission Repair Specialist | 23.49 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 13.61*** |
| 07041 - Cook I | 15.71 |
| 07042 - Cook II | 16.99 |
| 07070 - Dishwasher | 10.64*** |
| 07130 - Food Service Worker | 11.71*** |
| 07210 - Meat Cutter | 17.30 |
| 07260 - Waiter/Waitress | 12.17*** |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 19.40 |
| 09040 - Furniture Handler | 17.39 |
| 09080 - Furniture Refinisher | 22.85 |
| 09090 - Furniture Refinisher Helper | 19.50 |
| 09110 - Furniture Repairer Minor | 21.21 |
| 09130 - Upholsterer | 20.13 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner Vehicles | 13.01*** |
| 11060 - Elevator Operator | 14.20*** |
| 11090 - Gardener | 17.96 |
| 11122 - Housekeeping Aide | 14.20*** |
| 11150 - Janitor | 14.20*** |
| 11210 - Laborer Grounds Maintenance | 15.31 |
| 11240 - Maid or Houseman | 12.31*** |
| 11260 - Pruner | 14.37*** |
| 11270 - Tractor Operator | 17.17 |
| 11330 - Trail Maintenance Worker | 15.31 |

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| 11360 - Window Cleaner | 15.13 |
| 12000 - Health Occupations | |
| 12010 Ambulance Driver | 19.59 |
| 12011 - Breath Alcohol Technician | 21.72 |
| 12012 - Certified Occupational Therapist Assistant | 27.84 |
| 12015 - Certified Physical Therapist Assistant | 28.01 |
| 12020 Dental Assistant | 20.84 |
| 12025 - Dental Hygienist | 36.25 |
| 12030 - EKG Technician | 32.13 |
| 12035 - Electroneurodiagnostic Technologist | 32.13 |
| 12040 Emergency Medical Technician | 19.59 |
| 12071 - Licensed Practical Nurse I | 20.15 |
| 12072 - Licensed Practical Nurse II | 22.05 |
| 12073 - Licensed Practical Nurse III | 24.57 |
| 12100 Medical Assistant | 17.10 |
| 12130 - Medical Laboratory Technician | 25.76 |
| 12160 - Medical Record Clerk | 16.71 |
| 12190 - Medical Record Technician | 19.07 |
| 12195 Medical Transcriptionist | 19.62 |
| 12210 - Nuclear Medicine Technologist | 38.40 |
| 12221 - Nursing Assistant I | 13.22*** |
| 12222 - Nursing Assistant II | 14.85*** |
| 12223 Nursing Assistant III | 16.21 |
| 12224 - Nursing Assistant IV | 18.21 |
| 12235 - Optical Dispenser | 21.62 |
| 12236 - Optical Technician | 16.60 |
| 12250 Pharmacy Technician | 15.13 |
| 12280 - Phlebotomist | 18.23 |
| 12305 - Radiologic Technologist | 28.36 |
| 12311 - Registered Nurse I | 29.51 |
| 12312 Registered Nurse II | 34.77 |
| 12313 - Registered Nurse II Specialist | 34.77 |
| 12314 - Registered Nurse III | 42.08 |
| 12315 - Registered Nurse III Anesthetist | 42.08 |
| 12316 Registered Nurse IV | 50.42 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 26.92 |
| 12320 - Substance Abuse Treatment Counselor | 24.09 |
| 13000 - Information And Arts Occupations | |
| 13011 Exhibits Specialist I | 23.32 |
| 13012 - Exhibits Specialist II | 28.89 |
| 13013 - Exhibits Specialist III | 35.34 |
| 13041 - Illustrator I | 23.32 |
| 13042 Illustrator II | 30.61 |
| 13043 - Illustrator III | 37.43 |
| 13047 - Librarian | 31.99 |
| 13050 - Library Aide/Clerk | 16.83 |
| 13054 Library Information Technology Systems Administrator | 28.89 |
| 13058 - Library Technician | 18.11 |
| 13061 - Media Specialist I | 20.84 |
| 13062 Media Specialist II | 23.32 |
| 13063 - Media Specialist III | 26.00 |
| 13071 - Photographer I | 17.98 |
| 13072 - Photographer II | 20.11 |
| 13073 Photographer III | 25.04 |
| 13074 - Photographer IV | 30.62 |
| 13075 - Photographer V | 37.06 |
| 13090 - Technical Order Library Clerk | 17.50 |
| 13110 Video Teleconference Technician | 24.52 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 19.57 |
| 14042 - Computer Operator II | 21.88 |
| 14043 Computer Operator III | 24.39 |
| 14044 - Computer Operator IV | 27.11 |
| 14045 - Computer Operator V | 30.02 |

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| 14071 - Computer Programmer I | (see 1) | |
| 14072 - Computer Programmer II | (see 1) | |
| 14073 - Computer Programmer III | (see 1) | |
| 14074 - Computer Programmer IV | (see 1) | |
| 14101 - Computer Systems Analyst I | (see 1) | |
| 14102 - Computer Systems Analyst II | (see 1) | |
| 14103 - Computer Systems Analyst III | (see 1) | |
| 14150 - Peripheral Equipment Operator | | 19.57 |
| 14160 - Personal Computer Support Technician | | 27.11 |
| 14170 - System Support Specialist | | 30.58 |
| 15000 - Instructional Occupations | | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | | 33.73 |
| 15020 - Aircrew Training Devices Instructor (Rated) | | 40.82 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | | 48.92 |
| 15050 - Computer Based Training Specialist / Instructor | | 33.73 |
| 15060 - Educational Technologist | | 32.74 |
| 15070 - Flight Instructor (Pilot) | | 48.92 |
| 15080 - Graphic Artist | | 25.72 |
| 15085 - Maintenance Test Pilot Fixed Jet/Prop | | 48.92 |
| 15086 - Maintenance Test Pilot Rotary Wing | | 48.92 |
| 15088 - Non-Maintenance Test/Co-Pilot | | 48.92 |
| 15090 - Technical Instructor | | 24.41 |
| 15095 - Technical Instructor/Course Developer | | 29.85 |
| 15110 - Test Proctor | | 19.71 |
| 15120 - Tutor | | 19.71 |
| 16000 - Laundry Dry-Cleaning Pressing And Related Occupations | | |
| 16010 - Assembler | | 13.13*** |
| 16030 - Counter Attendant | | 13.13*** |
| 16040 - Dry Cleaner | | 15.77 |
| 16070 - Finisher Flatwork Machine | | 13.13*** |
| 16090 - Presser Hand | | 13.13*** |
| 16110 - Presser Machine Drycleaning | | 13.13*** |
| 16130 - Presser Machine Shirts | | 13.13*** |
| 16160 - Presser Machine Wearing Apparel Laundry | | 13.13*** |
| 16190 - Sewing Machine Operator | | 16.89 |
| 16220 - Tailor | | 17.98 |
| 16250 - Washer Machine | | 13.76*** |
| 19000 - Machine Tool Operation And Repair Occupations | | |
| 19010 - Machine-Tool Operator (Tool Room) | | 21.82 |
| 19040 - Tool And Die Maker | | 24.86 |
| 21000 - Materials Handling And Packing Occupations | | |
| 21020 - Forklift Operator | | 19.21 |
| 21030 - Material Coordinator | | 21.99 |
| 21040 - Material Expediter | | 21.99 |
| 21050 - Material Handling Laborer | | 15.28 |
| 21071 - Order Filler | | 15.27 |
| 21080 - Production Line Worker (Food Processing) | | 19.21 |
| 21110 - Shipping Packer | | 17.77 |
| 21130 - Shipping/Receiving Clerk | | 17.77 |
| 21140 - Store Worker I | | 18.81 |
| 21150 - Stock Clerk | | 22.67 |
| 21210 - Tools And Parts Attendant | | 19.21 |
| 21410 - Warehouse Specialist | | 19.21 |
| 23000 - Mechanics And Maintenance And Repair Occupations | | |
| 23010 - Aerospace Structural Welder | | 31.21 |
| 23019 - Aircraft Logs and Records Technician | | 26.99 |
| 23021 - Aircraft Mechanic I | | 30.13 |
| 23022 - Aircraft Mechanic II | | 31.21 |
| 23023 - Aircraft Mechanic III | | 32.17 |
| 23040 - Aircraft Mechanic Helper | | 24.85 |
| 23050 - Aircraft Painter | | 29.14 |
| 23060 - Aircraft Servicer | | 26.99 |
| 23070 - Aircraft Survival Flight Equipment Technician | | 29.14 |
| 23080 - Aircraft Worker | | 28.10 |
| 23091 - Aircrew Life Support Equipment (ALSE) Mechanic | | 28.10 |

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| I | |
| 23092 - Aircrew Life Support Equipment (ALSE) Mechanic | 30.13 |
| II | |
| 23110 - Appliance Mechanic | 28.03 |
| 23120 - Bicycle Repairer | 25.00 |
| 23125 - Cable Splicer | 42.93 |
| 23130 - Carpenter Maintenance | 24.40 |
| 23140 - Carpet Layer | 27.99 |
| 23160 - Electrician Maintenance | 29.02 |
| 23181 - Electronics Technician Maintenance I | 27.27 |
| 23182 - Electronics Technician Maintenance II | 28.28 |
| 23183 - Electronics Technician Maintenance III | 29.24 |
| 23260 - Fabric Worker | 25.97 |
| 23290 - Fire Alarm System Mechanic | 25.68 |
| 23310 - Fire Extinguisher Repairer | 25.00 |
| 23311 - Fuel Distribution System Mechanic | 30.23 |
| 23312 - Fuel Distribution System Operator | 26.07 |
| 23370 - General Maintenance Worker | 22.10 |
| 23380 - Ground Support Equipment Mechanic | 30.13 |
| 23381 - Ground Support Equipment Servicer | 26.99 |
| 23382 - Ground Support Equipment Worker | 28.10 |
| 23391 - Gunsmith I | 25.00 |
| 23392 - Gunsmith II | 27.04 |
| 23393 - Gunsmith III | 28.99 |
| 23410 - Heating Ventilation And Air-Conditioning Mechanic | 25.17 |
| 23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) | 26.15 |
| 23430 - Heavy Equipment Mechanic | 24.69 |
| 23440 - Heavy Equipment Operator | 27.08 |
| 23460 - Instrument Mechanic | 28.99 |
| 23465 - Laboratory/Shelter Mechanic | 28.03 |
| 23470 - Laborer | 15.83 |
| 23510 - Locksmith | 28.03 |
| 23530 - Machinery Maintenance Mechanic | 28.27 |
| 23550 - Machinist Maintenance | 23.39 |
| 23580 - Maintenance Trades Helper | 18.52 |
| 23591 - Metrology Technician I | 28.99 |
| 23592 - Metrology Technician II | 30.03 |
| 23593 - Metrology Technician III | 30.95 |
| 23640 - Millwright | 26.93 |
| 23710 - Office Appliance Repairer | 23.06 |
| 23760 - Painter Maintenance | 21.97 |
| 23790 - Pipefitter Maintenance | 30.24 |
| 23810 - Plumber Maintenance | 28.81 |
| 23820 - Pneudraulic Systems Mechanic | 28.99 |
| 23850 - Rigger | 28.99 |
| 23870 - Scale Mechanic | 27.04 |
| 23890 - Sheet-Metal Worker Maintenance | 37.79 |
| 23910 - Small Engine Mechanic | 18.79 |
| 23931 - Telecommunications Mechanic I | 33.88 |
| 23932 - Telecommunications Mechanic II | 35.09 |
| 23950 - Telephone Lineman | 40.41 |
| 23960 - Welder Combination Maintenance | 21.13 |
| 23965 - Well Driller | 29.28 |
| 23970 - Woodcraft Worker | 28.99 |
| 23980 - Woodworker | 25.00 |
| 24000 - Personal Needs Occupations | |
| 24550 - Case Manager | 17.60 |
| 24570 - Child Care Attendant | 12.00*** |
| 24580 - Child Care Center Clerk | 14.96*** |
| 24610 - Chore Aide | 12.55*** |
| 24620 - Family Readiness And Support Services Coordinator | 17.60 |
| 24630 - Homemaker | 17.60 |

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| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 28.87 |
| 25040 - Sewage Plant Operator | 26.64 |
| 25070 - Stationary Engineer | 28.87 |
| 25190 - Ventilation Equipment Tender | 23.81 |
| 25210 - Water Treatment Plant Operator | 26.64 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 22.93 |
| 27007 - Baggage Inspector | 13.48*** |
| 27008 - Corrections Officer | 26.22 |
| 27010 - Court Security Officer | 29.22 |
| 27030 - Detection Dog Handler | 18.81 |
| 27040 - Detention Officer | 26.22 |
| 27070 - Firefighter | 32.98 |
| 27101 - Guard I | 13.48*** |
| 27102 - Guard II | 18.81 |
| 27131 - Police Officer I | 30.59 |
| 27132 - Police Officer II | 34.00 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 11.46*** |
| 28042 - Carnival Equipment Repairer | 12.02*** |
| 28043 - Carnival Worker | 9.59*** |
| 28210 - Gate Attendant/Gate Tender | 16.60 |
| 28310 - Lifeguard | 12.78*** |
| 28350 - Park Attendant (Aide) | 18.56 |
| 28510 - Recreation Aide/Health Facility Attendant | 13.54*** |
| 28515 - Recreation Specialist | 22.99 |
| 28630 - Sports Official | 14.78*** |
| 28690 - Swimming Pool Operator | 17.23 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 26.02 |
| 29020 - Hatch Tender | 26.02 |
| 29030 - Line Handler | 26.02 |
| 29041 - Stevedore I | 25.00 |
| 29042 - Stevedore II | 26.98 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist Center (HFO) (see 2) | 46.55 |
| 30011 - Air Traffic Control Specialist Station (HFO) (see 2) | 32.10 |
| 30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) | 35.35 |
| 30021 - Archeological Technician I | 21.07 |
| 30022 - Archeological Technician II | 23.56 |
| 30023 - Archeological Technician III | 29.19 |
| 30030 - Cartographic Technician | 29.19 |
| 30040 - Civil Engineering Technician | 30.87 |
| 30051 - Cryogenic Technician I | 29.95 |
| 30052 - Cryogenic Technician II | 33.08 |
| 30061 - Drafter/CAD Operator I | 21.07 |
| 30062 - Drafter/CAD Operator II | 23.56 |
| 30063 - Drafter/CAD Operator III | 26.26 |
| 30064 - Drafter/CAD Operator IV | 32.32 |
| 30081 - Engineering Technician I | 18.23 |
| 30082 - Engineering Technician II | 20.47 |
| 30083 - Engineering Technician III | 23.23 |
| 30084 - Engineering Technician IV | 28.83 |
| 30085 - Engineering Technician V | 35.18 |
| 30086 - Engineering Technician VI | 42.58 |
| 30090 - Environmental Technician | 24.33 |
| 30095 - Evidence Control Specialist | 27.05 |
| 30210 - Laboratory Technician | 25.35 |
| 30221 - Latent Fingerprint Technician I | 29.95 |
| 30222 - Latent Fingerprint Technician II | 33.08 |
| 30240 - Mathematical Technician | 29.80 |
| 30361 - Paralegal/Legal Assistant I | 22.90 |
| 30362 - Paralegal/Legal Assistant II | 28.37 |
| 30363 - Paralegal/Legal Assistant III | 34.70 |

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| 30364 - Paralegal/Legal Assistant IV | 42.00 |
| 30375 - Petroleum Supply Specialist | 33.08 |
| 30390 - Photo-Optics Technician | 29.19 |
| 30395 - Radiation Control Technician | 33.08 |
| 30461 - Technical Writer I | 26.87 |
| 30462 - Technical Writer II | 32.86 |
| 30463 - Technical Writer III | 39.76 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 29.58 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 35.79 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 42.90 |
| 30494 - Unexploded (UXO) Safety Escort | 29.58 |
| 30495 - Unexploded (UXO) Sweep Personnel | 29.58 |
| 30501 - Weather Forecaster I | 32.32 |
| 30502 - Weather Forecaster II | 39.33 |
| 30620 - Weather Observer Combined Upper Air Or | (see 2) 26.26 |
| Surface Programs | |
| 30621 - Weather Observer Senior | (see 2) 29.19 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31010 - Airplane Pilot | 35.79 |
| 31020 - Bus Aide | 16.74 |
| 31030 - Bus Driver | 21.08 |
| 31043 - Driver Courier | 18.13 |
| 31260 - Parking and Lot Attendant | 12.50*** |
| 31290 - Shuttle Bus Driver | 19.00 |
| 31310 - Taxi Driver | 14.74*** |
| 31361 - Truckdriver Light | 19.00 |
| 31362 - Truckdriver Medium | 19.28 |
| 31363 - Truckdriver Heavy | 23.38 |
| 31364 - Truckdriver Tractor-Trailer | 23.38 |
| 99000 - Miscellaneous Occupations | |
| 99020 - Cabin Safety Specialist | 17.45 |
| 99030 - Cashier | 11.80*** |
| 99050 - Desk Clerk | 12.64*** |
| 99095 - Embalmer | 34.20 |
| 99130 - Flight Follower | 29.58 |
| 99251 - Laboratory Animal Caretaker I | 13.08*** |
| 99252 - Laboratory Animal Caretaker II | 13.68*** |
| 99260 - Marketing Analyst | 27.57 |
| 99310 - Mortician | 34.20 |
| 99410 - Pest Controller | 20.45 |
| 99510 - Photofinishing Worker | 15.55 |
| 99710 - Recycling Laborer | 18.72 |
| 99711 - Recycling Specialist | 21.14 |
| 99730 - Refuse Collector | 17.57 |
| 99810 - Sales Clerk | 12.43*** |
| 99820 - School Crossing Guard | 13.33*** |
| 99830 - Survey Party Chief | 32.79 |
| 99831 - Surveying Aide | 19.47 |
| 99832 - Surveying Technician | 28.78 |
| 99840 - Vending Machine Attendant | 19.24 |
| 99841 - Vending Machine Repairer | 22.61 |
| 99842 - Vending Machine Repairer Helper | 19.24 |

***Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 (\$15.00 per hour) or 13658 (\$11.25 per hour). Please see the Note at the top of the wage determination for more information. Please also note that the minimum wage requirements of Executive Order 14026 and 13658 are not currently being enforced as to contracts or contract-like instruments entered into with the federal government in connection with seasonal recreational services or seasonal recreational equipment rental for the general public on federal lands.

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.60 per hour up to 40 hours per week or \$184.00 per week or \$797.33 per month

HEALTH & WELFARE EO 13706: \$4.23 per hour up to 40 hours per week or \$169.20 per week or \$733.20 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 5 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of twelve paid holidays per year: New Year's Day Martin Luther King Jr's Birthday Washington's Birthday Good Friday Memorial Day Juneteenth National Independence Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than \$27.63 (or on a salary or fee basis at a rate not less than \$455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541.400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds \$27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees

who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

**** HAZARDOUS PAY DIFFERENTIAL ****

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary

affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However in those instances where the uniforms furnished are made of "wash and wear" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

**** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS ****

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

**** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) ****

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR 4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).
- 4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

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| "REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor | U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210 Wage Determination No.: 2015-4657 Revision No.: 19 Date Of Last Revision: 03/15/2022 |
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Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

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| If the contract is entered into on or after January 30 2022 or the contract is renewed or extended (e.g. an option is exercised) on or after January 30 2022: | With certain exceptions Executive Order 14026 applies to the contract. The contractor must pay all covered workers at least \$15.00 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in 2022. |
| If the contract was awarded on or between January 1 2015 and January 29 2022 and the contract is not renewed or extended on or after January 30 2022: | With certain exceptions Executive Order 13658 applies to the contract. The contractor must pay all covered workers at least \$11.25 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in 2022. |

The applicable Executive Order minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the Executive Orders is available at <https://www.dol.gov/agencies/whd/government-contracts>.

State: Tennessee

Area: Tennessee Counties of Bedford Lewis Marshall Perry

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|----------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 13.82*** |
| 01012 - Accounting Clerk II | | 15.53 |
| 01013 - Accounting Clerk III | | 17.36 |
| 01020 - Administrative Assistant | | 20.91 |
| 01035 - Court Reporter | | 19.75 |
| 01041 - Customer Service Representative I | | 13.17*** |
| 01042 - Customer Service Representative II | | 14.82*** |
| 01043 - Customer Service Representative III | | 16.16 |
| 01051 - Data Entry Operator I | | 14.71*** |
| 01052 - Data Entry Operator II | | 16.05 |
| 01060 - Dispatcher Motor Vehicle | | 17.66 |
| 01070 - Document Preparation Clerk | | 13.77*** |
| 01090 - Duplicating Machine Operator | | 13.77*** |
| 01111 - General Clerk I | | 13.24*** |
| 01112 - General Clerk II | | 14.45*** |
| 01113 - General Clerk III | | 16.23 |

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| 01120 - Housing Referral Assistant | 19.28 |
| 01141 - Messenger Courier | 12.19*** |
| 01191 - Order Clerk I | 12.92*** |
| 01192 - Order Clerk II | 14.09*** |
| 01261 - Personnel Assistant (Employment) I | 15.99 |
| 01262 - Personnel Assistant (Employment) II | 17.90 |
| 01263 - Personnel Assistant (Employment) III | 19.95 |
| 01270 - Production Control Clerk | 21.61 |
| 01290 - Rental Clerk | 11.44*** |
| 01300 - Scheduler Maintenance | 15.47 |
| 01311 - Secretary I | 15.47 |
| 01312 - Secretary II | 17.30 |
| 01313 - Secretary III | 19.28 |
| 01320 - Service Order Dispatcher | 15.78 |
| 01410 - Supply Technician | 20.91 |
| 01420 - Survey Worker | 14.27*** |
| 01460 - Switchboard Operator/Receptionist | 12.95*** |
| 01531 - Travel Clerk I | 12.22*** |
| 01532 - Travel Clerk II | 12.99*** |
| 01533 - Travel Clerk III | 13.78*** |
| 01611 - Word Processor I | 13.77*** |
| 01612 - Word Processor II | 15.95 |
| 01613 - Word Processor III | 17.30 |
| 05000 - Automotive Service Occupations | |
| 05005 - Automobile Body Repairer Fiberglass | 23.66 |
| 05010 - Automotive Electrician | 19.84 |
| 05040 - Automotive Glass Installer | 18.19 |
| 05070 - Automotive Worker | 18.79 |
| 05110 - Mobile Equipment Servicer | 16.48 |
| 05130 - Motor Equipment Metal Mechanic | 18.89 |
| 05160 - Motor Equipment Metal Worker | 19.33 |
| 05190 - Motor Vehicle Mechanic | 18.89 |
| 05220 - Motor Vehicle Mechanic Helper | 15.33 |
| 05250 - Motor Vehicle Upholstery Worker | 17.18 |
| 05280 - Motor Vehicle Wrecker | 18.17 |
| 05310 - Painter Automotive | 18.42 |
| 05340 - Radiator Repair Specialist | 18.17 |
| 05370 - Tire Repairer | 12.25*** |
| 05400 - Transmission Repair Specialist | 18.89 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 14.53*** |
| 07041 - Cook I | 11.24*** |
| 07042 - Cook II | 12.65*** |
| 07070 - Dishwasher | 9.25*** |
| 07130 - Food Service Worker | 9.31*** |
| 07210 - Meat Cutter | 17.35 |
| 07260 - Waiter/Waitress | 8.96*** |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 19.56 |
| 09040 - Furniture Handler | 13.61*** |
| 09080 - Furniture Refinisher | 20.10 |
| 09090 - Furniture Refinisher Helper | 15.98 |
| 09110 - Furniture Repairer Minor | 18.05 |
| 09130 - Upholsterer | 20.10 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner Vehicles | 14.51*** |
| 11060 - Elevator Operator | 14.24*** |
| 11090 - Gardener | 17.67 |
| 11122 - Housekeeping Aide | 11.30*** |
| 11150 - Janitor | 11.30*** |
| 11210 - Laborer Grounds Maintenance | 14.07*** |
| 11240 - Maid or Houseman | 10.16*** |
| 11260 - Pruner | 12.74*** |
| 11270 - Tractor Operator | 16.53 |
| 11330 - Trail Maintenance Worker | 14.07*** |

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| 11360 - Window Cleaner | 12.54*** |
| 12000 - Health Occupations | |
| 12010 Ambulance Driver | 18.31 |
| 12011 - Breath Alcohol Technician | 18.45 |
| 12012 - Certified Occupational Therapist Assistant | 26.84 |
| 12015 - Certified Physical Therapist Assistant | 34.39 |
| 12020 Dental Assistant | 17.46 |
| 12025 - Dental Hygienist | 35.71 |
| 12030 - EKG Technician | 27.74 |
| 12035 - Electroneurodiagnostic Technologist | 27.74 |
| 12040 Emergency Medical Technician | 18.31 |
| 12071 - Licensed Practical Nurse I | 16.50 |
| 12072 - Licensed Practical Nurse II | 18.45 |
| 12073 - Licensed Practical Nurse III | 20.56 |
| 12100 Medical Assistant | 14.27*** |
| 12130 - Medical Laboratory Technician | 23.01 |
| 12160 - Medical Record Clerk | 15.14 |
| 12190 - Medical Record Technician | 18.31 |
| 12195 Medical Transcriptionist | 17.33 |
| 12210 - Nuclear Medicine Technologist | 40.55 |
| 12221 - Nursing Assistant I | 11.85*** |
| 12222 - Nursing Assistant II | 13.32*** |
| 12223 Nursing Assistant III | 14.54*** |
| 12224 - Nursing Assistant IV | 16.33 |
| 12235 - Optical Dispenser | 21.38 |
| 12236 - Optical Technician | 16.50 |
| 12250 Pharmacy Technician | 16.03 |
| 12280 - Phlebotomist | 16.36 |
| 12305 - Radiologic Technologist | 24.80 |
| 12311 - Registered Nurse I | 24.32 |
| 12312 Registered Nurse II | 29.75 |
| 12313 - Registered Nurse II Specialist | 29.75 |
| 12314 - Registered Nurse III | 35.99 |
| 12315 - Registered Nurse III Anesthetist | 35.99 |
| 12316 Registered Nurse IV | 43.13 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 22.86 |
| 12320 - Substance Abuse Treatment Counselor | 15.57 |
| 13000 - Information And Arts Occupations | |
| 13011 Exhibits Specialist I | 18.77 |
| 13012 - Exhibits Specialist II | 23.25 |
| 13013 - Exhibits Specialist III | 28.44 |
| 13041 - Illustrator I | 20.73 |
| 13042 Illustrator II | 25.68 |
| 13043 - Illustrator III | 31.42 |
| 13047 - Librarian | 25.75 |
| 13050 - Library Aide/Clerk | 14.55*** |
| 13054 Library Information Technology Systems Administrator | 23.25 |
| 13058 - Library Technician | 17.88 |
| 13061 - Media Specialist I | 16.78 |
| 13062 Media Specialist II | 18.77 |
| 13063 - Media Specialist III | 20.92 |
| 13071 - Photographer I | 16.78 |
| 13072 - Photographer II | 18.77 |
| 13073 Photographer III | 23.25 |
| 13074 - Photographer IV | 28.44 |
| 13075 - Photographer V | 34.42 |
| 13090 - Technical Order Library Clerk | 18.33 |
| 13110 Video Teleconference Technician | 17.90 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 14.14*** |
| 14042 - Computer Operator II | 15.82 |
| 14043 Computer Operator III | 17.64 |
| 14044 - Computer Operator IV | 19.60 |
| 14045 - Computer Operator V | 21.70 |

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| 14071 - Computer Programmer I | (see 1) | 22.99 |
| 14072 - Computer Programmer II | (see 1) | |
| 14073 - Computer Programmer III | (see 1) | |
| 14074 - Computer Programmer IV | (see 1) | |
| 14101 - Computer Systems Analyst I | (see 1) | |
| 14102 - Computer Systems Analyst II | (see 1) | |
| 14103 - Computer Systems Analyst III | (see 1) | |
| 14150 - Peripheral Equipment Operator | | 14.14*** |
| 14160 - Personal Computer Support Technician | | 21.34 |
| 14170 - System Support Specialist | | 21.70 |
| 15000 - Instructional Occupations | | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | | 30.75 |
| 15020 - Aircrew Training Devices Instructor (Rated) | | 36.00 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | | 43.14 |
| 15050 - Computer Based Training Specialist / Instructor | | 30.75 |
| 15060 - Educational Technologist | | 31.69 |
| 15070 - Flight Instructor (Pilot) | | 43.14 |
| 15080 - Graphic Artist | | 18.86 |
| 15085 - Maintenance Test Pilot Fixed Jet/Prop | | 43.14 |
| 15086 - Maintenance Test Pilot Rotary Wing | | 43.14 |
| 15088 - Non-Maintenance Test/Co-Pilot | | 43.14 |
| 15090 - Technical Instructor | | 18.77 |
| 15095 - Technical Instructor/Course Developer | | 22.96 |
| 15110 - Test Proctor | | 15.15 |
| 15120 - Tutor | | 15.15 |
| 16000 - Laundry Dry-Cleaning Pressing And Related Occupations | | |
| 16010 - Assembler | | 9.51*** |
| 16030 - Counter Attendant | | 9.51*** |
| 16040 - Dry Cleaner | | 11.95*** |
| 16070 - Finisher Flatwork Machine | | 9.51*** |
| 16090 - Presser Hand | | 9.51*** |
| 16110 - Presser Machine Drycleaning | | 9.51*** |
| 16130 - Presser Machine Shirts | | 9.51*** |
| 16160 - Presser Machine Wearing Apparel Laundry | | 9.51*** |
| 16190 - Sewing Machine Operator | | 12.70*** |
| 16220 - Tailor | | 13.42*** |
| 16250 - Washer Machine | | 10.31*** |
| 19000 - Machine Tool Operation And Repair Occupations | | |
| 19010 - Machine-Tool Operator (Tool Room) | | 19.53 |
| 19040 - Tool And Die Maker | | 23.60 |
| 21000 - Materials Handling And Packing Occupations | | |
| 21020 - Forklift Operator | | 17.70 |
| 21030 - Material Coordinator | | 21.61 |
| 21040 - Material Expediter | | 21.61 |
| 21050 - Material Handling Laborer | | 14.08*** |
| 21071 - Order Filler | | 12.89*** |
| 21080 - Production Line Worker (Food Processing) | | 17.70 |
| 21110 - Shipping Packer | | 18.47 |
| 21130 - Shipping/Receiving Clerk | | 18.47 |
| 21140 - Store Worker I | | 13.28*** |
| 21150 - Stock Clerk | | 17.99 |
| 21210 - Tools And Parts Attendant | | 17.70 |
| 21410 - Warehouse Specialist | | 17.70 |
| 23000 - Mechanics And Maintenance And Repair Occupations | | |
| 23010 - Aerospace Structural Welder | | 25.04 |
| 23019 - Aircraft Logs and Records Technician | | 21.64 |
| 23021 - Aircraft Mechanic I | | 23.88 |
| 23022 - Aircraft Mechanic II | | 25.04 |
| 23023 - Aircraft Mechanic III | | 26.20 |
| 23040 - Aircraft Mechanic Helper | | 19.23 |
| 23050 - Aircraft Painter | | 27.35 |
| 23060 - Aircraft Servicer | | 21.64 |
| 23070 - Aircraft Survival Flight Equipment Technician | | 27.35 |
| 23080 - Aircraft Worker | | 22.84 |
| 23091 - Aircrew Life Support Equipment (ALSE) Mechanic | | 22.84 |

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| I | |
| 23092 - Aircrew Life Support Equipment (ALSE) Mechanic | 23.88 |
| II | |
| 23110 - Appliance Mechanic | 22.68 |
| 23120 - Bicycle Repairer | 19.15 |
| 23125 - Cable Splicer | 38.10 |
| 23130 - Carpenter Maintenance | 18.70 |
| 23140 - Carpet Layer | 21.54 |
| 23160 - Electrician Maintenance | 29.57 |
| 23181 - Electronics Technician Maintenance I | 21.82 |
| 23182 - Electronics Technician Maintenance II | 22.95 |
| 23183 - Electronics Technician Maintenance III | 24.16 |
| 23260 - Fabric Worker | 20.30 |
| 23290 - Fire Alarm System Mechanic | 23.88 |
| 23310 - Fire Extinguisher Repairer | 19.15 |
| 23311 - Fuel Distribution System Mechanic | 23.88 |
| 23312 - Fuel Distribution System Operator | 19.15 |
| 23370 - General Maintenance Worker | 19.01 |
| 23380 - Ground Support Equipment Mechanic | 23.88 |
| 23381 - Ground Support Equipment Servicer | 21.64 |
| 23382 - Ground Support Equipment Worker | 22.84 |
| 23391 - Gunsmith I | 19.15 |
| 23392 - Gunsmith II | 21.54 |
| 23393 - Gunsmith III | 23.88 |
| 23410 - Heating Ventilation And Air-Conditioning Mechanic | 20.10 |
| 23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) | 21.26 |
| 23430 - Heavy Equipment Mechanic | 20.03 |
| 23440 - Heavy Equipment Operator | 21.78 |
| 23460 - Instrument Mechanic | 23.88 |
| 23465 - Laboratory/Shelter Mechanic | 22.68 |
| 23470 - Laborer | 14.08*** |
| 23510 - Locksmith | 22.68 |
| 23530 - Machinery Maintenance Mechanic | 24.46 |
| 23550 - Machinist Maintenance | 23.19 |
| 23580 - Maintenance Trades Helper | 15.44 |
| 23591 - Metrology Technician I | 23.88 |
| 23592 - Metrology Technician II | 25.04 |
| 23593 - Metrology Technician III | 26.20 |
| 23640 - Millwright | 25.95 |
| 23710 - Office Appliance Repairer | 22.68 |
| 23760 - Painter Maintenance | 21.12 |
| 23790 - Pipefitter Maintenance | 21.40 |
| 23810 - Plumber Maintenance | 20.33 |
| 23820 - Pneudraulic Systems Mechanic | 23.88 |
| 23850 - Rigger | 23.88 |
| 23870 - Scale Mechanic | 21.54 |
| 23890 - Sheet-Metal Worker Maintenance | 20.10 |
| 23910 - Small Engine Mechanic | 18.85 |
| 23931 - Telecommunications Mechanic I | 28.36 |
| 23932 - Telecommunications Mechanic II | 29.73 |
| 23950 - Telephone Lineman | 23.88 |
| 23960 - Welder Combination Maintenance | 18.61 |
| 23965 - Well Driller | 23.88 |
| 23970 - Woodcraft Worker | 23.88 |
| 23980 - Woodworker | 19.15 |
| 24000 - Personal Needs Occupations | |
| 24550 - Case Manager | 17.18 |
| 24570 - Child Care Attendant | 9.16*** |
| 24580 - Child Care Center Clerk | 12.11*** |
| 24610 - Chore Aide | 10.88*** |
| 24620 - Family Readiness And Support Services Coordinator | 17.18 |
| 24630 - Homemaker | 17.18 |

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| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 24.18 |
| 25040 - Sewage Plant Operator | 18.21 |
| 25070 - Stationary Engineer | 24.18 |
| 25190 - Ventilation Equipment Tender | 17.91 |
| 25210 - Water Treatment Plant Operator | 18.21 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 15.82 |
| 27007 - Baggage Inspector | 15.10 |
| 27008 - Corrections Officer | 17.45 |
| 27010 - Court Security Officer | 19.46 |
| 27030 - Detection Dog Handler | 17.46 |
| 27040 - Detention Officer | 17.45 |
| 27070 - Firefighter | 22.20 |
| 27101 - Guard I | 15.10 |
| 27102 - Guard II | 17.46 |
| 27131 - Police Officer I | 19.83 |
| 27132 - Police Officer II | 22.04 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 13.46*** |
| 28042 - Carnival Equipment Repairer | 14.40*** |
| 28043 - Carnival Worker | 10.38*** |
| 28210 - Gate Attendant/Gate Tender | 17.67 |
| 28310 - Lifeguard | 11.01*** |
| 28350 - Park Attendant (Aide) | 19.77 |
| 28510 - Recreation Aide/Health Facility Attendant | 14.43*** |
| 28515 - Recreation Specialist | 22.50 |
| 28630 - Sports Official | 15.74 |
| 28690 - Swimming Pool Operator | 17.27 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 21.54 |
| 29020 - Hatch Tender | 21.54 |
| 29030 - Line Handler | 21.54 |
| 29041 - Stevedore I | 20.30 |
| 29042 - Stevedore II | 22.68 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist Center (HFO) (see 2) | 40.29 |
| 30011 - Air Traffic Control Specialist Station (HFO) (see 2) | 27.78 |
| 30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) | 30.59 |
| 30021 - Archeological Technician I | 18.24 |
| 30022 - Archeological Technician II | 20.41 |
| 30023 - Archeological Technician III | 25.28 |
| 30030 - Cartographic Technician | 25.28 |
| 30040 - Civil Engineering Technician | 24.58 |
| 30051 - Cryogenic Technician I | 28.00 |
| 30052 - Cryogenic Technician II | 30.93 |
| 30061 - Drafter/CAD Operator I | 18.24 |
| 30062 - Drafter/CAD Operator II | 20.41 |
| 30063 - Drafter/CAD Operator III | 22.75 |
| 30064 - Drafter/CAD Operator IV | 28.00 |
| 30081 - Engineering Technician I | 16.25 |
| 30082 - Engineering Technician II | 18.24 |
| 30083 - Engineering Technician III | 21.48 |
| 30084 - Engineering Technician IV | 25.28 |
| 30085 - Engineering Technician V | 30.93 |
| 30086 - Engineering Technician VI | 37.42 |
| 30090 - Environmental Technician | 25.28 |
| 30095 - Evidence Control Specialist | 25.28 |
| 30210 - Laboratory Technician | 24.03 |
| 30221 - Latent Fingerprint Technician I | 28.00 |
| 30222 - Latent Fingerprint Technician II | 30.93 |
| 30240 - Mathematical Technician | 25.28 |
| 30361 - Paralegal/Legal Assistant I | 19.94 |
| 30362 - Paralegal/Legal Assistant II | 24.70 |
| 30363 - Paralegal/Legal Assistant III | 28.27 |

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| 30364 - Paralegal/Legal Assistant IV | 34.21 |
| 30375 - Petroleum Supply Specialist | 30.93 |
| 30390 - Photo-Optics Technician | 25.28 |
| 30395 - Radiation Control Technician | 30.93 |
| 30461 - Technical Writer I | 25.28 |
| 30462 - Technical Writer II | 30.93 |
| 30463 - Technical Writer III | 37.42 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 25.60 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 30.98 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 37.13 |
| 30494 - Unexploded (UXO) Safety Escort | 25.60 |
| 30495 - Unexploded (UXO) Sweep Personnel | 25.60 |
| 30501 - Weather Forecaster I | 28.00 |
| 30502 - Weather Forecaster II | 34.06 |
| 30620 - Weather Observer Combined Upper Air Or | (see 2) 22.75 |
| Surface Programs | |
| 30621 - Weather Observer Senior | (see 2) 25.28 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31010 - Airplane Pilot | 30.98 |
| 31020 - Bus Aide | 13.26*** |
| 31030 - Bus Driver | 19.16 |
| 31043 - Driver Courier | 15.19 |
| 31260 - Parking and Lot Attendant | 12.00*** |
| 31290 - Shuttle Bus Driver | 16.20 |
| 31310 - Taxi Driver | 13.55*** |
| 31361 - Truckdriver Light | 16.20 |
| 31362 - Truckdriver Medium | 19.71 |
| 31363 - Truckdriver Heavy | 20.34 |
| 31364 - Truckdriver Tractor-Trailer | 20.34 |
| 99000 - Miscellaneous Occupations | |
| 99020 - Cabin Safety Specialist | 15.10 |
| 99030 - Cashier | 9.45*** |
| 99050 - Desk Clerk | 12.85*** |
| 99095 - Embalmer | 30.75 |
| 99130 - Flight Follower | 25.60 |
| 99251 - Laboratory Animal Caretaker I | 12.68*** |
| 99252 - Laboratory Animal Caretaker II | 13.56*** |
| 99260 - Marketing Analyst | 24.99 |
| 99310 - Mortician | 30.75 |
| 99410 - Pest Controller | 17.16 |
| 99510 - Photofinishing Worker | 13.45*** |
| 99710 - Recycling Laborer | 15.01 |
| 99711 - Recycling Specialist | 17.64 |
| 99730 - Refuse Collector | 13.59*** |
| 99810 - Sales Clerk | 11.90*** |
| 99820 - School Crossing Guard | 14.86*** |
| 99830 - Survey Party Chief | 18.77 |
| 99831 - Surveying Aide | 12.67*** |
| 99832 - Surveying Technician | 16.84 |
| 99840 - Vending Machine Attendant | 19.27 |
| 99841 - Vending Machine Repairer | 23.18 |
| 99842 - Vending Machine Repairer Helper | 19.27 |

***Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 (\$15.00 per hour) or 13658 (\$11.25 per hour). Please see the Note at the top of the wage determination for more information. Please also note that the minimum wage requirements of Executive Order 14026 and 13658 are not currently being enforced as to contracts or contract-like instruments entered into with the federal government in connection with seasonal recreational services or seasonal recreational equipment rental for the general public on federal lands.

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.60 per hour up to 40 hours per week or \$184.00 per week or \$797.33 per month

HEALTH & WELFARE EO 13706: \$4.23 per hour up to 40 hours per week or \$169.20 per week or \$733.20 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 8 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (See 29 CFR 4.173)

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Juneteenth National Independence Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than \$27.63 (or on a salary or fee basis at a rate not less than \$455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541.400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds \$27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees

who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

**** HAZARDOUS PAY DIFFERENTIAL ****

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder.

All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary

affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However in those instances where the uniforms furnished are made of "wash and wear" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

**** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS ****

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

**** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) ****

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR 4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).
- 4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

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| "REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor | U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210 Wage Determination No.: 2015-4649 Revision No.: 19 Date Of Last Revision: 03/15/2022 |
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Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

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| If the contract is entered into on or after January 30 2022 or the contract is renewed or extended (e.g. an option is exercised) on or after January 30 2022: | With certain exceptions Executive Order 14026 applies to the contract. The contractor must pay all covered workers at least \$15.00 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in 2022. |
| If the contract was awarded on or between January 1 2015 and January 29 2022 and the contract is not renewed or extended on or after January 30 2022: | With certain exceptions Executive Order 13658 applies to the contract. The contractor must pay all covered workers at least \$11.25 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in 2022. |

The applicable Executive Order minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the Executive Orders is available at <https://www.dol.gov/agencies/whd/government-contracts>.

State: Tennessee

Area: Tennessee Counties of Benton Carroll Decatur Dyer Gibson Hardeman Hardin Haywood Henderson Henry Lake Lauderdale McNairy Obion Weakley

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE | TITLE | FOOTNOTE | RATE |
|---|---------------------------------------|----------|----------|
| 01000 - Administrative Support And Clerical Occupations | | | |
| 01011 | - Accounting Clerk I | | 14.88*** |
| 01012 | - Accounting Clerk II | | 16.71 |
| 01013 | - Accounting Clerk III | | 18.68 |
| 01020 | - Administrative Assistant | | 23.48 |
| 01035 | - Court Reporter | | 18.77 |
| 01041 | - Customer Service Representative I | | 13.53*** |
| 01042 | - Customer Service Representative II | | 15.11 |
| 01043 | - Customer Service Representative III | | 16.61 |
| 01051 | - Data Entry Operator I | | 12.67*** |
| 01052 | - Data Entry Operator II | | 13.83*** |
| 01060 | - Dispatcher Motor Vehicle | | 17.69 |
| 01070 | - Document Preparation Clerk | | 14.95*** |
| 01090 | - Duplicating Machine Operator | | 14.95*** |
| 01111 | - General Clerk I | | 12.56*** |
| 01112 | - General Clerk II | | 14.88*** |

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| 01113 - General Clerk III | 16.70 |
| 01120 - Housing Referral Assistant | 20.93 |
| 01141 - Messenger Courier | 12.77*** |
| 01191 - Order Clerk I | 14.96*** |
| 01192 - Order Clerk II | 16.32 |
| 01261 - Personnel Assistant (Employment) I | 16.05 |
| 01262 - Personnel Assistant (Employment) II | 17.95 |
| 01263 - Personnel Assistant (Employment) III | 20.01 |
| 01270 - Production Control Clerk | 22.11 |
| 01290 - Rental Clerk | 15.13 |
| 01300 - Scheduler Maintenance | 16.79 |
| 01311 - Secretary I | 16.79 |
| 01312 - Secretary II | 18.77 |
| 01313 - Secretary III | 20.93 |
| 01320 - Service Order Dispatcher | 15.81 |
| 01410 - Supply Technician | 23.48 |
| 01420 - Survey Worker | 18.77 |
| 01460 - Switchboard Operator/Receptionist | 13.23*** |
| 01531 - Travel Clerk I | 14.02*** |
| 01532 - Travel Clerk II | 15.00 |
| 01533 - Travel Clerk III | 16.08 |
| 01611 - Word Processor I | 14.95*** |
| 01612 - Word Processor II | 16.79 |
| 01613 - Word Processor III | 18.77 |
| 05000 - Automotive Service Occupations | |
| 05005 - Automobile Body Repairer Fiberglass | 19.85 |
| 05010 - Automotive Electrician | 19.23 |
| 05040 - Automotive Glass Installer | 17.17 |
| 05070 - Automotive Worker | 17.21 |
| 05110 - Mobile Equipment Servicer | 15.07 |
| 05130 - Motor Equipment Metal Mechanic | 19.23 |
| 05160 - Motor Equipment Metal Worker | 17.21 |
| 05190 - Motor Vehicle Mechanic | 19.23 |
| 05220 - Motor Vehicle Mechanic Helper | 13.97*** |
| 05250 - Motor Vehicle Upholstery Worker | 17.21 |
| 05280 - Motor Vehicle Wrecker | 17.21 |
| 05310 - Painter Automotive | 18.23 |
| 05340 - Radiator Repair Specialist | 17.21 |
| 05370 - Tire Repairer | 12.82*** |
| 05400 - Transmission Repair Specialist | 18.98 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 14.93*** |
| 07041 - Cook I | 10.72*** |
| 07042 - Cook II | 12.34*** |
| 07070 - Dishwasher | 9.70*** |
| 07130 - Food Service Worker | 9.23*** |
| 07210 - Meat Cutter | 13.78*** |
| 07260 - Waiter/Waitress | 8.86*** |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 18.07 |
| 09040 - Furniture Handler | 11.81*** |
| 09080 - Furniture Refinisher | 18.07 |
| 09090 - Furniture Refinisher Helper | 14.27*** |
| 09110 - Furniture Repairer Minor | 16.80 |
| 09130 - Upholsterer | 19.28 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner Vehicles | 13.17*** |
| 11060 - Elevator Operator | 13.17*** |
| 11090 - Gardener | 18.30 |
| 11122 - Housekeeping Aide | 11.16*** |
| 11150 - Janitor | 11.16*** |
| 11210 - Laborer Grounds Maintenance | 14.10*** |
| 11240 - Maid or Houseman | 9.52*** |
| 11260 - Pruner | 12.67*** |
| 11270 - Tractor Operator | 16.96 |

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| 11330 - Trail Maintenance Worker | 14.10*** |
| 11360 - Window Cleaner | 12.03*** |
| 12000 Health Occupations | |
| 12010 - Ambulance Driver | 17.71 |
| 12011 - Breath Alcohol Technician | 17.71 |
| 12012 - Certified Occupational Therapist Assistant | 29.08 |
| 12015 - Certified Physical Therapist Assistant | 29.08 |
| 12020 - Dental Assistant | 21.19 |
| 12025 - Dental Hygienist | 34.57 |
| 12030 - EKG Technician | 28.02 |
| 12035 - Electroneurodiagnostic Technologist | 28.02 |
| 12040 - Emergency Medical Technician | 17.71 |
| 12071 - Licensed Practical Nurse I | 16.54 |
| 12072 - Licensed Practical Nurse II | 18.49 |
| 12073 - Licensed Practical Nurse III | 20.61 |
| 12100 - Medical Assistant | 14.15*** |
| 12130 - Medical Laboratory Technician | 22.01 |
| 12160 - Medical Record Clerk | 13.60*** |
| 12190 - Medical Record Technician | 16.73 |
| 12195 - Medical Transcriptionist | 16.54 |
| 12210 - Nuclear Medicine Technologist | 40.63 |
| 12221 - Nursing Assistant I | 11.48*** |
| 12222 - Nursing Assistant II | 12.90*** |
| 12223 - Nursing Assistant III | 14.08*** |
| 12224 - Nursing Assistant IV | 15.81 |
| 12235 - Optical Dispenser | 16.90 |
| 12236 - Optical Technician | 16.54 |
| 12250 - Pharmacy Technician | 15.65 |
| 12280 - Phlebotomist | 13.75*** |
| 12305 - Radiologic Technologist | 24.12 |
| 12311 - Registered Nurse I | 25.41 |
| 12312 - Registered Nurse II | 30.43 |
| 12313 - Registered Nurse II Specialist | 30.43 |
| 12314 - Registered Nurse III | 36.80 |
| 12315 - Registered Nurse III Anesthetist | 36.80 |
| 12316 - Registered Nurse IV | 44.11 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 21.94 |
| 12320 - Substance Abuse Treatment Counselor | 19.27 |
| 13000 Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 16.63 |
| 13012 - Exhibits Specialist II | 20.61 |
| 13013 - Exhibits Specialist III | 25.21 |
| 13041 - Illustrator I | 16.96 |
| 13042 - Illustrator II | 20.61 |
| 13043 - Illustrator III | 25.21 |
| 13047 - Librarian | 22.82 |
| 13050 - Library Aide/Clerk | 11.83*** |
| 13054 - Library Information Technology Systems Administrator | 20.61 |
| 13058 - Library Technician | 13.27*** |
| 13061 - Media Specialist I | 14.87*** |
| 13062 - Media Specialist II | 16.63 |
| 13063 - Media Specialist III | 18.54 |
| 13071 - Photographer I | 14.95*** |
| 13072 - Photographer II | 17.85 |
| 13073 - Photographer III | 20.72 |
| 13074 - Photographer IV | 25.35 |
| 13075 - Photographer V | 30.67 |
| 13090 - Technical Order Library Clerk | 15.49 |
| 13110 - Video Teleconference Technician | 18.06 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 16.64 |
| 14042 - Computer Operator II | 18.67 |
| 14043 - Computer Operator III | 20.82 |
| 14044 - Computer Operator IV | 23.14 |

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| 14045 - Computer Operator V | 25.61 |
| 14071 - Computer Programmer I | (see 1) 21.66 |
| 14072 - Computer Programmer II | (see 1) 26.85 |
| 14073 - Computer Programmer III | (see 1) |
| 14074 - Computer Programmer IV | (see 1) |
| 14101 - Computer Systems Analyst I | (see 1) |
| 14102 - Computer Systems Analyst II | (see 1) |
| 14103 - Computer Systems Analyst III | (see 1) |
| 14150 - Peripheral Equipment Operator | 16.64 |
| 14160 - Personal Computer Support Technician | 23.14 |
| 14170 - System Support Specialist | 25.61 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 27.90 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 36.76 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 40.47 |
| 15050 - Computer Based Training Specialist / Instructor | 27.90 |
| 15060 - Educational Technologist | 32.84 |
| 15070 - Flight Instructor (Pilot) | 40.47 |
| 15080 - Graphic Artist | 23.07 |
| 15085 - Maintenance Test Pilot Fixed Jet/Prop | 40.47 |
| 15086 - Maintenance Test Pilot Rotary Wing | 40.47 |
| 15088 - Non-Maintenance Test/Co-Pilot | 40.47 |
| 15090 - Technical Instructor | 21.84 |
| 15095 - Technical Instructor/Course Developer | 26.71 |
| 15110 - Test Proctor | 17.63 |
| 15120 - Tutor | 17.63 |
| 16000 - Laundry Dry-Cleaning Pressing And Related Occupations | |
| 16010 - Assembler | 11.27*** |
| 16030 - Counter Attendant | 11.27*** |
| 16040 - Dry Cleaner | 13.53*** |
| 16070 - Finisher Flatwork Machine | 11.27*** |
| 16090 - Presser Hand | 11.27*** |
| 16110 - Presser Machine Drycleaning | 11.27*** |
| 16130 - Presser Machine Shirts | 11.27*** |
| 16160 - Presser Machine Wearing Apparel Laundry | 11.27*** |
| 16190 - Sewing Machine Operator | 14.48*** |
| 16220 - Tailor | 15.43 |
| 16250 - Washer Machine | 11.81*** |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 18.92 |
| 19040 - Tool And Die Maker | 23.55 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 17.65 |
| 21030 - Material Coordinator | 22.11 |
| 21040 - Material Expediter | 22.11 |
| 21050 - Material Handling Laborer | 13.64*** |
| 21071 - Order Filler | 12.66*** |
| 21080 - Production Line Worker (Food Processing) | 17.65 |
| 21110 - Shipping Packer | 16.25 |
| 21130 - Shipping/Receiving Clerk | 16.25 |
| 21140 - Store Worker I | 12.45*** |
| 21150 - Stock Clerk | 17.23 |
| 21210 - Tools And Parts Attendant | 17.65 |
| 21410 - Warehouse Specialist | 17.65 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 22.88 |
| 23019 - Aircraft Logs and Records Technician | 17.89 |
| 23021 - Aircraft Mechanic I | 21.79 |
| 23022 - Aircraft Mechanic II | 22.88 |
| 23023 - Aircraft Mechanic III | 24.07 |
| 23040 - Aircraft Mechanic Helper | 15.43 |
| 23050 - Aircraft Painter | 20.60 |
| 23060 - Aircraft Servicer | 17.89 |
| 23070 - Aircraft Survival Flight Equipment Technician | 20.60 |
| 23080 - Aircraft Worker | 19.17 |

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| 23091 - Aircrew Life Support Equipment (ALSE) Mechanic I | 19.17 |
| 23092 - Aircrew Life Support Equipment (ALSE) Mechanic II | 21.79 |
| 23110 - Appliance Mechanic | 20.35 |
| 23120 - Bicycle Repairer | 16.65 |
| 23125 - Cable Splicer | 30.35 |
| 23130 - Carpenter Maintenance | 18.16 |
| 23140 - Carpet Layer | 19.17 |
| 23160 - Electrician Maintenance | 23.73 |
| 23181 - Electronics Technician Maintenance I | 23.15 |
| 23182 - Electronics Technician Maintenance II | 24.56 |
| 23183 - Electronics Technician Maintenance III | 26.02 |
| 23260 - Fabric Worker | 17.89 |
| 23290 - Fire Alarm System Mechanic | 21.55 |
| 23310 - Fire Extinguisher Repairer | 16.65 |
| 23311 - Fuel Distribution System Mechanic | 23.55 |
| 23312 - Fuel Distribution System Operator | 18.20 |
| 23370 - General Maintenance Worker | 18.14 |
| 23380 - Ground Support Equipment Mechanic | 21.79 |
| 23381 - Ground Support Equipment Servicer | 17.89 |
| 23382 - Ground Support Equipment Worker | 19.17 |
| 23391 - Gunsmith I | 16.65 |
| 23392 - Gunsmith II | 19.17 |
| 23393 - Gunsmith III | 21.55 |
| 23410 - Heating Ventilation And Air-Conditioning Mechanic | 20.18 |
| 23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) | 23.55 |
| 23430 - Heavy Equipment Mechanic | 19.67 |
| 23440 - Heavy Equipment Operator | 20.35 |
| 23460 - Instrument Mechanic | 21.55 |
| 23465 - Laboratory/Shelter Mechanic | 20.35 |
| 23470 - Laborer | 13.64*** |
| 23510 - Locksmith | 20.35 |
| 23530 - Machinery Maintenance Mechanic | 22.93 |
| 23550 - Machinist Maintenance | 21.29 |
| 23580 - Maintenance Trades Helper | 16.52 |
| 23591 - Metrology Technician I | 21.55 |
| 23592 - Metrology Technician II | 22.78 |
| 23593 - Metrology Technician III | 24.07 |
| 23640 - Millwright | 25.82 |
| 23710 - Office Appliance Repairer | 20.35 |
| 23760 - Painter Maintenance | 17.49 |
| 23790 - Pipefitter Maintenance | 23.88 |
| 23810 - Plumber Maintenance | 22.54 |
| 23820 - Pneudraulic Systems Mechanic | 21.55 |
| 23850 - Rigger | 21.55 |
| 23870 - Scale Mechanic | 19.17 |
| 23890 - Sheet-Metal Worker Maintenance | 18.72 |
| 23910 - Small Engine Mechanic | 19.03 |
| 23931 - Telecommunications Mechanic I | 26.37 |
| 23932 - Telecommunications Mechanic II | 27.94 |
| 23950 - Telephone Lineman | 26.63 |
| 23960 - Welder Combination Maintenance | 18.36 |
| 23965 - Well Driller | 21.55 |
| 23970 - Woodcraft Worker | 21.55 |
| 23980 - Woodworker | 16.65 |
| 24000 - Personal Needs Occupations | |
| 24550 - Case Manager | 14.05*** |
| 24570 - Child Care Attendant | 11.22*** |
| 24580 - Child Care Center Clerk | 14.11*** |
| 24610 - Chore Aide | 10.86*** |
| 24620 - Family Readiness And Support Services Coordinator | 14.05*** |

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| 24630 - Homemaker | 16.62 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 23.36 |
| 25040 - Sewage Plant Operator | 19.58 |
| 25070 - Stationary Engineer | 23.36 |
| 25190 - Ventilation Equipment Tender | 15.83 |
| 25210 - Water Treatment Plant Operator | 19.58 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 16.21 |
| 27007 - Baggage Inspector | 13.27*** |
| 27008 - Corrections Officer | 19.23 |
| 27010 - Court Security Officer | 18.53 |
| 27030 - Detection Dog Handler | 14.84*** |
| 27040 - Detention Officer | 19.23 |
| 27070 - Firefighter | 16.97 |
| 27101 - Guard I | 13.27*** |
| 27102 - Guard II | 14.84*** |
| 27131 - Police Officer I | 21.51 |
| 27132 - Police Officer II | 22.53 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 12.65*** |
| 28042 - Carnival Equipment Repairer | 13.64*** |
| 28043 - Carnival Worker | 9.45*** |
| 28210 - Gate Attendant/Gate Tender | 13.81*** |
| 28310 - Lifeguard | 10.82*** |
| 28350 - Park Attendant (Aide) | 15.45 |
| 28510 - Recreation Aide/Health Facility Attendant | 11.28*** |
| 28515 - Recreation Specialist | 17.12 |
| 28630 - Sports Official | 12.31*** |
| 28690 - Swimming Pool Operator | 15.71 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 28.11 |
| 29020 - Hatch Tender | 28.11 |
| 29030 - Line Handler | 28.11 |
| 29041 - Stevedore I | 26.26 |
| 29042 - Stevedore II | 29.81 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist Center (HFO) (see 2) | 40.29 |
| 30011 - Air Traffic Control Specialist Station (HFO) (see 2) | 27.78 |
| 30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) | 30.59 |
| 30021 - Archeological Technician I | 17.90 |
| 30022 - Archeological Technician II | 20.03 |
| 30023 - Archeological Technician III | 24.81 |
| 30030 - Cartographic Technician | 23.38 |
| 30040 - Civil Engineering Technician | 24.81 |
| 30051 - Cryogenic Technician I | 27.48 |
| 30052 - Cryogenic Technician II | 30.35 |
| 30061 - Drafter/CAD Operator I | 17.90 |
| 30062 - Drafter/CAD Operator II | 20.03 |
| 30063 - Drafter/CAD Operator III | 22.32 |
| 30064 - Drafter/CAD Operator IV | 27.48 |
| 30081 - Engineering Technician I | 17.14 |
| 30082 - Engineering Technician II | 18.54 |
| 30083 - Engineering Technician III | 21.52 |
| 30084 - Engineering Technician IV | 25.66 |
| 30085 - Engineering Technician V | 30.95 |
| 30086 - Engineering Technician VI | 37.45 |
| 30090 - Environmental Technician | 26.06 |
| 30095 - Evidence Control Specialist | 24.81 |
| 30210 - Laboratory Technician | 22.32 |
| 30221 - Latent Fingerprint Technician I | 27.48 |
| 30222 - Latent Fingerprint Technician II | 30.35 |
| 30240 - Mathematical Technician | 24.81 |
| 30361 - Paralegal/Legal Assistant I | 18.81 |
| 30362 - Paralegal/Legal Assistant II | 22.31 |

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| 30363 - Paralegal/Legal Assistant III | 27.20 |
| 30364 - Paralegal/Legal Assistant IV | 33.01 |
| 30375 - Petroleum Supply Specialist | 30.35 |
| 30390 - Photo-Optics Technician | 24.81 |
| 30395 - Radiation Control Technician | 30.35 |
| 30461 - Technical Writer I | 24.81 |
| 30462 - Technical Writer II | 30.35 |
| 30463 - Technical Writer III | 36.71 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 25.60 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 30.98 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 37.13 |
| 30494 - Unexploded (UXO) Safety Escort | 25.60 |
| 30495 - Unexploded (UXO) Sweep Personnel | 25.60 |
| 30501 - Weather Forecaster I | 27.48 |
| 30502 - Weather Forecaster II | 33.41 |
| 30620 - Weather Observer Combined Upper Air Or Surface Programs | (see 2) 22.32 |
| 30621 - Weather Observer Senior | (see 2) 24.81 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31010 - Airplane Pilot | 30.98 |
| 31020 - Bus Aide | 12.84*** |
| 31030 - Bus Driver | 18.31 |
| 31043 - Driver Courier | 14.65*** |
| 31260 - Parking and Lot Attendant | 11.13*** |
| 31290 - Shuttle Bus Driver | 15.30 |
| 31310 - Taxi Driver | 13.35*** |
| 31361 - Truckdriver Light | 15.81 |
| 31362 - Truckdriver Medium | 16.98 |
| 31363 - Truckdriver Heavy | 21.90 |
| 31364 - Truckdriver Tractor-Trailer | 21.90 |
| 99000 - Miscellaneous Occupations | |
| 99020 - Cabin Safety Specialist | 15.10 |
| 99030 - Cashier | 9.98*** |
| 99050 - Desk Clerk | 10.28*** |
| 99095 - Embalmer | 27.59 |
| 99130 - Flight Follower | 25.60 |
| 99251 - Laboratory Animal Caretaker I | 13.14*** |
| 99252 - Laboratory Animal Caretaker II | 14.74*** |
| 99260 - Marketing Analyst | 24.66 |
| 99310 - Mortician | 27.59 |
| 99410 - Pest Controller | 15.49 |
| 99510 - Photofinishing Worker | 13.45*** |
| 99710 - Recycling Laborer | 15.85 |
| 99711 - Recycling Specialist | 19.07 |
| 99730 - Refuse Collector | 14.25*** |
| 99810 - Sales Clerk | 11.81*** |
| 99820 - School Crossing Guard | 14.04*** |
| 99830 - Survey Party Chief | 24.56 |
| 99831 - Surveying Aide | 16.09 |
| 99832 - Surveying Technician | 22.04 |
| 99840 - Vending Machine Attendant | 18.79 |
| 99841 - Vending Machine Repairer | 23.34 |
| 99842 - Vending Machine Repairer Helper | 18.79 |

***Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 (\$15.00 per hour) or 13658 (\$11.25 per hour). Please see the Note at the top of the wage determination for more information. Please also note that the minimum wage requirements of Executive Order 14026 and 13658 are not currently being enforced as to contracts or contract-like instruments entered into with the federal government in connection with seasonal recreational services or seasonal recreational equipment rental for the general public on federal lands.

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.60 per hour up to 40 hours per week or \$184.00 per week or \$797.33 per month

HEALTH & WELFARE EO 13706: \$4.23 per hour up to 40 hours per week or \$169.20 per week or \$733.20 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 8 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (See 29 CFR 4.173)

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Juneteenth National Independence Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than \$27.63 (or on a salary or fee basis at a rate not less than \$455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541.400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds \$27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer

professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

**** HAZARDOUS PAY DIFFERENTIAL ****

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder.

All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining

agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

**** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS ****

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

**** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) ****

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR 4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).
- 4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour Division's decision to the

contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

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| "REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor | | U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210 |
| Daniel W. Simms Director | Division of Wage Determinations | Wage Determination No.: 2015-4647 Revision No.: 19 Date Of Last Revision: 03/15/2022 |

Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

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| If the contract is entered into on or after January 30 2022 or the contract is renewed or extended (e.g. an option is exercised) on or after January 30 2022: | With certain exceptions Executive Order 14026 applies to the contract. The contractor must pay all covered workers at least \$15.00 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in 2022. |
| If the contract was awarded on or between January 1 2015 and January 29 2022 and the contract is not renewed or extended on or after January 30 2022: | With certain exceptions Executive Order 13658 applies to the contract. The contractor must pay all covered workers at least \$11.25 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in 2022. |

The applicable Executive Order minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the Executive Orders is available at <https://www.dol.gov/agencies/whd/government-contracts>.

State: Tennessee

Area: Tennessee Counties of Cannon Cheatham Davidson Hickman
Macon Maury Robertson Rutherford Smith Sumner Trousdale Williamson
Wilson

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|----------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 Accounting Clerk I | | 16.39 |
| 01012 Accounting Clerk II | | 18.41 |
| 01013 Accounting Clerk III | | 20.59 |
| 01020 Administrative Assistant | | 27.87 |
| 01035 Court Reporter | | 26.29 |
| 01041 Customer Service Representative I | | 14.16*** |
| 01042 Customer Service Representative II | | 15.54 |
| 01043 Customer Service Representative III | | 17.36 |
| 01051 Data Entry Operator I | | 15.73 |
| 01052 Data Entry Operator II | | 17.17 |
| 01060 Dispatcher Motor Vehicle | | 17.97 |
| 01070 Document Preparation Clerk | | 17.25 |
| 01090 Duplicating Machine Operator | | 17.25 |
| 01111 General Clerk I | | 13.70*** |

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| 01112 - General Clerk II | 14.95*** |
| 01113 - General Clerk III | 16.78 |
| 01120 - Housing Referral Assistant | 20.46 |
| 01141 - Messenger Courier | 15.40 |
| 01191 - Order Clerk I | 14.42*** |
| 01192 - Order Clerk II | 15.74 |
| 01261 - Personnel Assistant (Employment) I | 17.02 |
| 01262 - Personnel Assistant (Employment) II | 19.03 |
| 01263 - Personnel Assistant (Employment) III | 21.21 |
| 01270 - Production Control Clerk | 22.25 |
| 01290 - Rental Clerk | 13.73*** |
| 01300 - Scheduler Maintenance | 16.40 |
| 01311 - Secretary I | 16.40 |
| 01312 - Secretary II | 18.35 |
| 01313 - Secretary III | 20.46 |
| 01320 - Service Order Dispatcher | 16.06 |
| 01410 - Supply Technician | 27.87 |
| 01420 - Survey Worker | 16.75 |
| 01460 - Switchboard Operator/Receptionist | 14.32*** |
| 01531 - Travel Clerk I | 16.56 |
| 01532 - Travel Clerk II | 17.52 |
| 01533 - Travel Clerk III | 18.68 |
| 01611 - Word Processor I | 14.83*** |
| 01612 - Word Processor II | 16.64 |
| 01613 - Word Processor III | 18.62 |
| 05000 - Automotive Service Occupations | |
| 05005 - Automobile Body Repairer Fiberglass | 21.51 |
| 05010 - Automotive Electrician | 21.82 |
| 05040 - Automotive Glass Installer | 20.01 |
| 05070 - Automotive Worker | 20.67 |
| 05110 - Mobile Equipment Servicer | 18.13 |
| 05130 - Motor Equipment Metal Mechanic | 20.78 |
| 05160 - Motor Equipment Metal Worker | 20.95 |
| 05190 - Motor Vehicle Mechanic | 20.78 |
| 05220 - Motor Vehicle Mechanic Helper | 16.86 |
| 05250 - Motor Vehicle Upholstery Worker | 18.90 |
| 05280 - Motor Vehicle Wrecker | 19.99 |
| 05310 - Painter Automotive | 20.26 |
| 05340 - Radiator Repair Specialist | 19.99 |
| 05370 - Tire Repairer | 15.95 |
| 05400 - Transmission Repair Specialist | 20.78 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 14.18*** |
| 07041 - Cook I | 13.98*** |
| 07042 - Cook II | 15.79 |
| 07070 - Dishwasher | 11.01*** |
| 07130 - Food Service Worker | 10.64*** |
| 07210 - Meat Cutter | 17.06 |
| 07260 - Waiter/Waitress | 8.92*** |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 17.85 |
| 09040 - Furniture Handler | 12.18*** |
| 09080 - Furniture Refinisher | 17.51 |
| 09090 - Furniture Refinisher Helper | 13.99*** |
| 09110 - Furniture Repairer Minor | 15.63 |
| 09130 - Upholsterer | 16.89 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner Vehicles | 13.56*** |
| 11060 - Elevator Operator | 13.40*** |
| 11090 - Gardener | 17.74 |
| 11122 - Housekeeping Aide | 13.40*** |
| 11150 - Janitor | 13.40*** |
| 11210 - Laborer Grounds Maintenance | 14.06*** |
| 11240 - Maid or Houseman | 11.60*** |
| 11260 - Pruner | 12.75*** |

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| 11270 - Tractor Operator | 16.63 |
| 11330 - Trail Maintenance Worker | 14.06*** |
| 11360 Window Cleaner | 14.78*** |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 20.34 |
| 12011 - Breath Alcohol Technician | 19.79 |
| 12012 Certified Occupational Therapist Assistant | 30.63 |
| 12015 - Certified Physical Therapist Assistant | 29.89 |
| 12020 - Dental Assistant | 18.98 |
| 12025 - Dental Hygienist | 33.47 |
| 12030 EKG Technician | 28.13 |
| 12035 - Electroneurodiagnostic Technologist | 28.13 |
| 12040 - Emergency Medical Technician | 20.34 |
| 12071 - Licensed Practical Nurse I | 17.70 |
| 12072 Licensed Practical Nurse II | 19.79 |
| 12073 - Licensed Practical Nurse III | 22.06 |
| 12100 - Medical Assistant | 16.78 |
| 12130 - Medical Laboratory Technician | 25.60 |
| 12160 Medical Record Clerk | 19.83 |
| 12190 - Medical Record Technician | 22.17 |
| 12195 - Medical Transcriptionist | 17.75 |
| 12210 - Nuclear Medicine Technologist | 36.12 |
| 12221 Nursing Assistant I | 11.41*** |
| 12222 - Nursing Assistant II | 12.82*** |
| 12223 - Nursing Assistant III | 13.99*** |
| 12224 - Nursing Assistant IV | 15.71 |
| 12235 Optical Dispenser | 21.67 |
| 12236 - Optical Technician | 19.43 |
| 12250 - Pharmacy Technician | 15.30 |
| 12280 - Phlebotomist | 16.63 |
| 12305 Radiologic Technologist | 25.03 |
| 12311 - Registered Nurse I | 24.32 |
| 12312 - Registered Nurse II | 29.75 |
| 12313 - Registered Nurse II Specialist | 29.75 |
| 12314 Registered Nurse III | 35.99 |
| 12315 - Registered Nurse III Anesthetist | 35.99 |
| 12316 - Registered Nurse IV | 43.13 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 24.52 |
| 12320 Substance Abuse Treatment Counselor | 19.31 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 19.48 |
| 13012 - Exhibits Specialist II | 24.13 |
| 13013 Exhibits Specialist III | 29.52 |
| 13041 - Illustrator I | 20.73 |
| 13042 - Illustrator II | 25.68 |
| 13043 - Illustrator III | 31.42 |
| 13047 Librarian | 27.37 |
| 13050 - Library Aide/Clerk | 13.28*** |
| 13054 - Library Information Technology Systems Administrator | 24.71 |
| 13058 Library Technician | 16.21 |
| 13061 - Media Specialist I | 17.83 |
| 13062 - Media Specialist II | 19.95 |
| 13063 - Media Specialist III | 22.24 |
| 13071 Photographer I | 16.78 |
| 13072 - Photographer II | 18.77 |
| 13073 - Photographer III | 23.25 |
| 13074 - Photographer IV | 28.45 |
| 13075 Photographer V | 34.41 |
| 13090 - Technical Order Library Clerk | 16.68 |
| 13110 - Video Teleconference Technician | 24.12 |
| 14000 - Information Technology Occupations | |
| 14041 Computer Operator I | 17.73 |
| 14042 - Computer Operator II | 19.84 |
| 14043 - Computer Operator III | 22.12 |

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|---|----------|
| 14044 - Computer Operator IV | 24.57 |
| 14045 - Computer Operator V | 27.21 |
| 14071 - Computer Programmer I (see 1) | 23.73 |
| 14072 - Computer Programmer II (see 1) | |
| 14073 - Computer Programmer III (see 1) | |
| 14074 - Computer Programmer IV (see 1) | |
| 14101 - Computer Systems Analyst I (see 1) | |
| 14102 - Computer Systems Analyst II (see 1) | |
| 14103 - Computer Systems Analyst III (see 1) | |
| 14150 - Peripheral Equipment Operator | 17.73 |
| 14160 - Personal Computer Support Technician | 24.57 |
| 14170 - System Support Specialist | 28.97 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 30.75 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 35.78 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 42.63 |
| 15050 - Computer Based Training Specialist / Instructor | 30.75 |
| 15060 - Educational Technologist | 32.75 |
| 15070 - Flight Instructor (Pilot) | 42.63 |
| 15080 - Graphic Artist | 25.72 |
| 15085 - Maintenance Test Pilot Fixed Jet/Prop | 39.24 |
| 15086 - Maintenance Test Pilot Rotary Wing | 39.24 |
| 15088 - Non-Maintenance Test/Co-Pilot | 39.24 |
| 15090 - Technical Instructor | 22.14 |
| 15095 - Technical Instructor/Course Developer | 27.09 |
| 15110 - Test Proctor | 17.88 |
| 15120 - Tutor | 17.88 |
| 16000 - Laundry Dry-Cleaning Pressing And Related Occupations | |
| 16010 - Assembler | 9.51*** |
| 16030 - Counter Attendant | 9.51*** |
| 16040 - Dry Cleaner | 11.95*** |
| 16070 - Finisher Flatwork Machine | 9.51*** |
| 16090 - Presser Hand | 9.51*** |
| 16110 - Presser Machine Drycleaning | 9.51*** |
| 16130 - Presser Machine Shirts | 9.51*** |
| 16160 - Presser Machine Wearing Apparel Laundry | 9.51*** |
| 16190 - Sewing Machine Operator | 12.70*** |
| 16220 - Tailor | 13.42*** |
| 16250 - Washer Machine | 10.31*** |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 20.81 |
| 19040 - Tool And Die Maker | 25.54 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 16.76 |
| 21030 - Material Coordinator | 22.25 |
| 21040 - Material Expediter | 22.25 |
| 21050 - Material Handling Laborer | 14.90*** |
| 21071 - Order Filler | 13.50*** |
| 21080 - Production Line Worker (Food Processing) | 16.76 |
| 21110 - Shipping Packer | 17.04 |
| 21130 - Shipping/Receiving Clerk | 17.04 |
| 21140 - Store Worker I | 13.37*** |
| 21150 - Stock Clerk | 18.09 |
| 21210 - Tools And Parts Attendant | 16.76 |
| 21410 - Warehouse Specialist | 16.76 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 29.32 |
| 23019 - Aircraft Logs and Records Technician | 23.56 |
| 23021 - Aircraft Mechanic I | 27.81 |
| 23022 - Aircraft Mechanic II | 29.32 |
| 23023 - Aircraft Mechanic III | 30.86 |
| 23040 - Aircraft Mechanic Helper | 20.83 |
| 23050 - Aircraft Painter | 27.35 |
| 23060 - Aircraft Servicer | 23.56 |
| 23070 - Aircraft Survival Flight Equipment Technician | 27.35 |

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|---|----------|
| 23080 - Aircraft Worker | 25.10 |
| 23091 - Aircrew Life Support Equipment (ALSE) Mechanic I | 25.10 |
| 23092 - Aircrew Life Support Equipment (ALSE) Mechanic II | 27.81 |
| 23110 - Appliance Mechanic | 20.51 |
| 23120 - Bicycle Repairer | 19.20 |
| 23125 - Cable Splicer | 38.33 |
| 23130 - Carpenter Maintenance | 21.83 |
| 23140 - Carpet Layer | 21.69 |
| 23160 - Electrician Maintenance | 24.06 |
| 23181 - Electronics Technician Maintenance I | 24.49 |
| 23182 - Electronics Technician Maintenance II | 25.75 |
| 23183 - Electronics Technician Maintenance III | 27.14 |
| 23260 - Fabric Worker | 20.36 |
| 23290 - Fire Alarm System Mechanic | 27.02 |
| 23310 - Fire Extinguisher Repairer | 19.20 |
| 23311 - Fuel Distribution System Mechanic | 26.47 |
| 23312 - Fuel Distribution System Operator | 21.14 |
| 23370 - General Maintenance Worker | 19.32 |
| 23380 - Ground Support Equipment Mechanic | 27.81 |
| 23381 - Ground Support Equipment Servicer | 23.56 |
| 23382 - Ground Support Equipment Worker | 25.10 |
| 23391 - Gunsmith I | 19.20 |
| 23392 - Gunsmith II | 21.69 |
| 23393 - Gunsmith III | 24.03 |
| 23410 - Heating Ventilation And Air-Conditioning Mechanic | 22.35 |
| 23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) | 23.53 |
| 23430 - Heavy Equipment Mechanic | 23.73 |
| 23440 - Heavy Equipment Operator | 18.94 |
| 23460 - Instrument Mechanic | 27.58 |
| 23465 - Laboratory/Shelter Mechanic | 22.81 |
| 23470 - Laborer | 14.90*** |
| 23510 - Locksmith | 22.35 |
| 23530 - Machinery Maintenance Mechanic | 26.96 |
| 23550 - Machinist Maintenance | 20.30 |
| 23580 - Maintenance Trades Helper | 15.86 |
| 23591 - Metrology Technician I | 27.58 |
| 23592 - Metrology Technician II | 29.04 |
| 23593 - Metrology Technician III | 30.49 |
| 23640 - Millwright | 25.95 |
| 23710 - Office Appliance Repairer | 20.18 |
| 23760 - Painter Maintenance | 17.82 |
| 23790 - Pipefitter Maintenance | 25.05 |
| 23810 - Plumber Maintenance | 23.77 |
| 23820 - Pneudraulic Systems Mechanic | 24.03 |
| 23850 - Rigger | 20.80 |
| 23870 - Scale Mechanic | 21.69 |
| 23890 - Sheet-Metal Worker Maintenance | 22.72 |
| 23910 - Small Engine Mechanic | 18.15 |
| 23931 - Telecommunications Mechanic I | 27.41 |
| 23932 - Telecommunications Mechanic II | 28.90 |
| 23950 - Telephone Lineman | 21.91 |
| 23960 - Welder Combination Maintenance | 21.65 |
| 23965 - Well Driller | 23.38 |
| 23970 - Woodcraft Worker | 24.03 |
| 23980 - Woodworker | 19.20 |
| 24000 - Personal Needs Occupations | |
| 24550 - Case Manager | 17.20 |
| 24570 - Child Care Attendant | 11.53*** |
| 24580 - Child Care Center Clerk | 14.37*** |
| 24610 - Chore Aide | 11.36*** |
| 24620 - Family Readiness And Support Services | 17.20 |

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|---|----------|
| Coordinator | |
| 24630 - Homemaker | 17.20 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 29.04 |
| 25040 - Sewage Plant Operator | 21.12 |
| 25070 - Stationary Engineer | 29.04 |
| 25190 - Ventilation Equipment Tender | 21.50 |
| 25210 - Water Treatment Plant Operator | 21.12 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 19.02 |
| 27007 - Baggage Inspector | 12.20*** |
| 27008 - Corrections Officer | 19.75 |
| 27010 - Court Security Officer | 21.41 |
| 27030 - Detection Dog Handler | 15.10 |
| 27040 - Detention Officer | 19.75 |
| 27070 - Firefighter | 22.43 |
| 27101 - Guard I | 12.20*** |
| 27102 - Guard II | 15.10 |
| 27131 - Police Officer I | 22.38 |
| 27132 - Police Officer II | 24.86 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 12.90*** |
| 28042 - Carnival Equipment Repairer | 13.76*** |
| 28043 - Carnival Worker | 10.06*** |
| 28210 - Gate Attendant/Gate Tender | 14.61*** |
| 28310 - Lifeguard | 11.01*** |
| 28350 - Park Attendant (Aide) | 16.34 |
| 28510 - Recreation Aide/Health Facility Attendant | 11.93*** |
| 28515 - Recreation Specialist | 18.54 |
| 28630 - Sports Official | 13.02*** |
| 28690 - Swimming Pool Operator | 17.27 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 27.26 |
| 29020 - Hatch Tender | 27.26 |
| 29030 - Line Handler | 27.26 |
| 29041 - Stevedore I | 25.59 |
| 29042 - Stevedore II | 28.66 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist Center (HFO) (see 2) | 40.29 |
| 30011 - Air Traffic Control Specialist Station (HFO) (see 2) | 27.78 |
| 30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) | 30.59 |
| 30021 - Archeological Technician I | 18.62 |
| 30022 - Archeological Technician II | 20.82 |
| 30023 - Archeological Technician III | 25.79 |
| 30030 - Cartographic Technician | 25.79 |
| 30040 - Civil Engineering Technician | 24.58 |
| 30051 - Cryogenic Technician I | 28.56 |
| 30052 - Cryogenic Technician II | 31.55 |
| 30061 - Drafter/CAD Operator I | 18.62 |
| 30062 - Drafter/CAD Operator II | 20.82 |
| 30063 - Drafter/CAD Operator III | 23.21 |
| 30064 - Drafter/CAD Operator IV | 28.56 |
| 30081 - Engineering Technician I | 15.84 |
| 30082 - Engineering Technician II | 17.79 |
| 30083 - Engineering Technician III | 21.48 |
| 30084 - Engineering Technician IV | 25.20 |
| 30085 - Engineering Technician V | 30.90 |
| 30086 - Engineering Technician VI | 37.37 |
| 30090 - Environmental Technician | 23.65 |
| 30095 - Evidence Control Specialist | 25.79 |
| 30210 - Laboratory Technician | 20.99 |
| 30221 - Latent Fingerprint Technician I | 24.86 |
| 30222 - Latent Fingerprint Technician II | 27.46 |
| 30240 - Mathematical Technician | 29.52 |
| 30361 - Paralegal/Legal Assistant I | 20.37 |

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|---|---------------|
| 30362 - Paralegal/Legal Assistant II | 25.23 |
| 30363 - Paralegal/Legal Assistant III | 30.87 |
| 30364 - Paralegal/Legal Assistant IV | 37.35 |
| 30375 - Petroleum Supply Specialist | 31.55 |
| 30390 - Photo-Optics Technician | 25.79 |
| 30395 - Radiation Control Technician | 31.55 |
| 30461 - Technical Writer I | 22.10 |
| 30462 - Technical Writer II | 27.04 |
| 30463 - Technical Writer III | 32.72 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 25.60 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 30.98 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 37.13 |
| 30494 - Unexploded (UXO) Safety Escort | 25.60 |
| 30495 - Unexploded (UXO) Sweep Personnel | 25.60 |
| 30501 - Weather Forecaster I | 28.56 |
| 30502 - Weather Forecaster II | 34.75 |
| 30620 - Weather Observer Combined Upper Air Or | (see 2) 23.20 |
| Surface Programs | |
| 30621 - Weather Observer Senior | (see 2) 25.79 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31010 - Airplane Pilot | 30.98 |
| 31020 - Bus Aide | 14.48*** |
| 31030 - Bus Driver | 19.38 |
| 31043 - Driver Courier | 15.89 |
| 31260 - Parking and Lot Attendant | 12.36*** |
| 31290 - Shuttle Bus Driver | 16.52 |
| 31310 - Taxi Driver | 14.19*** |
| 31361 - Truckdriver Light | 16.95 |
| 31362 - Truckdriver Medium | 19.71 |
| 31363 - Truckdriver Heavy | 24.23 |
| 31364 - Truckdriver Tractor-Trailer | 24.23 |
| 99000 - Miscellaneous Occupations | |
| 99020 - Cabin Safety Specialist | 15.10 |
| 99030 - Cashier | 11.11*** |
| 99050 - Desk Clerk | 11.20*** |
| 99095 - Embalmer | 26.38 |
| 99130 - Flight Follower | 25.60 |
| 99251 - Laboratory Animal Caretaker I | 12.57*** |
| 99252 - Laboratory Animal Caretaker II | 13.41*** |
| 99260 - Marketing Analyst | 28.73 |
| 99310 - Mortician | 26.38 |
| 99410 - Pest Controller | 18.34 |
| 99510 - Photofinishing Worker | 15.96 |
| 99710 - Recycling Laborer | 16.25 |
| 99711 - Recycling Specialist | 19.23 |
| 99730 - Refuse Collector | 14.73*** |
| 99810 - Sales Clerk | 12.88*** |
| 99820 - School Crossing Guard | 16.26 |
| 99830 - Survey Party Chief | 25.16 |
| 99831 - Surveying Aide | 16.98 |
| 99832 - Surveying Technician | 22.56 |
| 99840 - Vending Machine Attendant | 14.54*** |
| 99841 - Vending Machine Repairer | 17.52 |
| 99842 - Vending Machine Repairer Helper | 14.54*** |

***Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 (\$15.00 per hour) or 13658 (\$11.25 per hour). Please see the Note at the top of the wage determination for more information. Please also note that the minimum wage requirements of Executive Order 14026 and 13658 are not currently being enforced as to contracts or contract-like instruments entered into with the federal government in connection with seasonal recreational services

or seasonal recreational equipment rental for the general public on federal lands.

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.60 per hour up to 40 hours per week or \$184.00 per week or \$797.33 per month

HEALTH & WELFARE EO 13706: \$4.23 per hour up to 40 hours per week or \$169.20 per week or \$733.20 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 10 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (See 29 CFR 4.173)

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Juneteenth National Independence Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than \$27.63 (or on a salary or fee basis at a rate not less than \$455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541.400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds \$27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer

industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

**** HAZARDOUS PAY DIFFERENTIAL ****

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder.

All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to

this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

**** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS ****

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

**** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) ****

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR 4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).
- 4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

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| "REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor | U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210 Wage Determination No.: 2015-4639 Revision No.: 16 Date Of Last Revision: 03/15/2022 |
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Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

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| If the contract is entered into on or after January 30 2022 or the contract is renewed or extended (e.g. an option is exercised) on or after January 30 2022: | With certain exceptions Executive Order 14026 applies to the contract. The contractor must pay all covered workers at least \$15.00 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in 2022. |
| If the contract was awarded on or between January 1 2015 and January 29 2022 and the contract is not renewed or extended on or after January 30 2022: | With certain exceptions Executive Order 13658 applies to the contract. The contractor must pay all covered workers at least \$11.25 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in 2022. |

The applicable Executive Order minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the Executive Orders is available at <https://www.dol.gov/agencies/whd/government-contracts>.

State: Tennessee

Area: Tennessee Counties of Chester Crockett Madison

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|----------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 14.32*** |
| 01012 - Accounting Clerk II | | 16.09 |
| 01013 - Accounting Clerk III | | 17.99 |
| 01020 - Administrative Assistant | | 23.58 |
| 01035 - Court Reporter | | 18.19 |
| 01041 - Customer Service Representative I | | 12.56*** |
| 01042 - Customer Service Representative II | | 14.12*** |
| 01043 - Customer Service Representative III | | 15.41 |
| 01051 - Data Entry Operator I | | 13.27*** |
| 01052 - Data Entry Operator II | | 14.47*** |
| 01060 - Dispatcher Motor Vehicle | | 20.75 |
| 01070 - Document Preparation Clerk | | 12.64*** |
| 01090 - Duplicating Machine Operator | | 12.64*** |
| 01111 - General Clerk I | | 13.59*** |
| 01112 - General Clerk II | | 14.82*** |
| 01113 - General Clerk III | | 16.65 |

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| 01120 - Housing Referral Assistant | 20.27 |
| 01141 - Messenger Courier | 12.77*** |
| 01191 - Order Clerk I | 16.28 |
| 01192 - Order Clerk II | 17.75 |
| 01261 - Personnel Assistant (Employment) I | 16.25 |
| 01262 - Personnel Assistant (Employment) II | 18.19 |
| 01263 - Personnel Assistant (Employment) III | 20.27 |
| 01270 - Production Control Clerk | 22.10 |
| 01290 - Rental Clerk | 16.64 |
| 01300 - Scheduler Maintenance | 16.25 |
| 01311 - Secretary I | 16.25 |
| 01312 - Secretary II | 18.19 |
| 01313 - Secretary III | 20.27 |
| 01320 - Service Order Dispatcher | 18.55 |
| 01410 - Supply Technician | 23.58 |
| 01420 - Survey Worker | 17.19 |
| 01460 - Switchboard Operator/Receptionist | 13.23*** |
| 01531 - Travel Clerk I | 14.02*** |
| 01532 - Travel Clerk II | 15.00 |
| 01533 - Travel Clerk III | 16.08 |
| 01611 - Word Processor I | 14.47*** |
| 01612 - Word Processor II | 16.25 |
| 01613 - Word Processor III | 18.19 |
| 05000 - Automotive Service Occupations | |
| 05005 - Automobile Body Repairer Fiberglass | 19.85 |
| 05010 - Automotive Electrician | 19.23 |
| 05040 - Automotive Glass Installer | 17.17 |
| 05070 - Automotive Worker | 17.21 |
| 05110 - Mobile Equipment Servicer | 15.07 |
| 05130 - Motor Equipment Metal Mechanic | 19.26 |
| 05160 - Motor Equipment Metal Worker | 17.21 |
| 05190 - Motor Vehicle Mechanic | 19.26 |
| 05220 - Motor Vehicle Mechanic Helper | 13.97*** |
| 05250 - Motor Vehicle Upholstery Worker | 17.21 |
| 05280 - Motor Vehicle Wrecker | 17.21 |
| 05310 - Painter Automotive | 18.23 |
| 05340 - Radiator Repair Specialist | 17.21 |
| 05370 - Tire Repairer | 12.87*** |
| 05400 - Transmission Repair Specialist | 19.26 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 16.56 |
| 07041 - Cook I | 11.50*** |
| 07042 - Cook II | 13.50*** |
| 07070 - Dishwasher | 9.30*** |
| 07130 - Food Service Worker | 9.39*** |
| 07210 - Meat Cutter | 14.57*** |
| 07260 - Waiter/Waitress | 9.70*** |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 16.21 |
| 09040 - Furniture Handler | 10.74*** |
| 09080 - Furniture Refinisher | 16.21 |
| 09090 - Furniture Refinisher Helper | 12.97*** |
| 09110 - Furniture Repairer Minor | 15.27 |
| 09130 - Upholsterer | 17.53 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner Vehicles | 12.70*** |
| 11060 - Elevator Operator | 12.70*** |
| 11090 - Gardener | 17.20 |
| 11122 - Housekeeping Aide | 11.16*** |
| 11150 - Janitor | 11.16*** |
| 11210 - Laborer Grounds Maintenance | 12.86*** |
| 11240 - Maid or Houseman | 10.41*** |
| 11260 - Pruner | 11.45*** |
| 11270 - Tractor Operator | 16.34 |
| 11330 - Trail Maintenance Worker | 12.86*** |

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| 11360 - Window Cleaner | 12.03*** |
| 12000 - Health Occupations | |
| 12010 Ambulance Driver | 17.87 |
| 12011 - Breath Alcohol Technician | 17.87 |
| 12012 - Certified Occupational Therapist Assistant | 24.60 |
| 12015 - Certified Physical Therapist Assistant | 30.14 |
| 12020 Dental Assistant | 19.56 |
| 12025 - Dental Hygienist | 33.88 |
| 12030 - EKG Technician | 27.17 |
| 12035 - Electroneurodiagnostic Technologist | 27.17 |
| 12040 Emergency Medical Technician | 17.87 |
| 12071 - Licensed Practical Nurse I | 16.03 |
| 12072 - Licensed Practical Nurse II | 17.93 |
| 12073 - Licensed Practical Nurse III | 19.99 |
| 12100 Medical Assistant | 14.71*** |
| 12130 - Medical Laboratory Technician | 20.05 |
| 12160 - Medical Record Clerk | 15.43 |
| 12190 - Medical Record Technician | 17.25 |
| 12195 Medical Transcriptionist | 16.97 |
| 12210 - Nuclear Medicine Technologist | 39.40 |
| 12221 - Nursing Assistant I | 12.01*** |
| 12222 - Nursing Assistant II | 13.50*** |
| 12223 Nursing Assistant III | 14.73*** |
| 12224 - Nursing Assistant IV | 16.54 |
| 12235 - Optical Dispenser | 18.16 |
| 12236 - Optical Technician | 16.03 |
| 12250 Pharmacy Technician | 15.02 |
| 12280 - Phlebotomist | 14.08*** |
| 12305 - Radiologic Technologist | 24.12 |
| 12311 - Registered Nurse I | 25.41 |
| 12312 Registered Nurse II | 30.43 |
| 12313 - Registered Nurse II Specialist | 30.43 |
| 12314 - Registered Nurse III | 36.80 |
| 12315 - Registered Nurse III Anesthetist | 36.80 |
| 12316 Registered Nurse IV | 44.11 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 22.14 |
| 12320 - Substance Abuse Treatment Counselor | 21.35 |
| 13000 - Information And Arts Occupations | |
| 13011 Exhibits Specialist I | 19.87 |
| 13012 - Exhibits Specialist II | 24.61 |
| 13013 - Exhibits Specialist III | 30.11 |
| 13041 - Illustrator I | 19.87 |
| 13042 Illustrator II | 24.61 |
| 13043 - Illustrator III | 30.11 |
| 13047 - Librarian | 27.26 |
| 13050 - Library Aide/Clerk | 15.82 |
| 13054 Library Information Technology Systems Administrator | 24.61 |
| 13058 - Library Technician | 19.87 |
| 13061 - Media Specialist I | 17.77 |
| 13062 Media Specialist II | 19.87 |
| 13063 - Media Specialist III | 22.15 |
| 13071 - Photographer I | 17.77 |
| 13072 - Photographer II | 19.87 |
| 13073 Photographer III | 24.61 |
| 13074 - Photographer IV | 30.11 |
| 13075 - Photographer V | 36.44 |
| 13090 - Technical Order Library Clerk | 19.87 |
| 13110 Video Teleconference Technician | 18.06 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 18.30 |
| 14042 - Computer Operator II | 20.54 |
| 14043 Computer Operator III | 22.90 |
| 14044 - Computer Operator IV | 25.45 |
| 14045 - Computer Operator V | 28.17 |

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| 14071 - Computer Programmer I | (see 1) | 21.66 |
| 14072 - Computer Programmer II | (see 1) | 26.85 |
| 14073 - Computer Programmer III | (see 1) | |
| 14074 - Computer Programmer IV | (see 1) | |
| 14101 - Computer Systems Analyst I | (see 1) | |
| 14102 - Computer Systems Analyst II | (see 1) | |
| 14103 - Computer Systems Analyst III | (see 1) | |
| 14150 - Peripheral Equipment Operator | | 18.30 |
| 14160 - Personal Computer Support Technician | | 25.45 |
| 14170 - System Support Specialist | | 28.17 |
| 15000 - Instructional Occupations | | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | | 30.02 |
| 15020 - Aircrew Training Devices Instructor (Rated) | | 36.76 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | | 43.53 |
| 15050 - Computer Based Training Specialist / Instructor | | 30.02 |
| 15060 - Educational Technologist | | 31.26 |
| 15070 - Flight Instructor (Pilot) | | 43.53 |
| 15080 - Graphic Artist | | 23.59 |
| 15085 - Maintenance Test Pilot Fixed Jet/Prop | | 43.29 |
| 15086 - Maintenance Test Pilot Rotary Wing | | 43.29 |
| 15088 - Non-Maintenance Test/Co-Pilot | | 43.29 |
| 15090 - Technical Instructor | | 21.83 |
| 15095 - Technical Instructor/Course Developer | | 26.71 |
| 15110 - Test Proctor | | 17.62 |
| 15120 - Tutor | | 17.62 |
| 16000 - Laundry Dry-Cleaning Pressing And Related Occupations | | |
| 16010 - Assembler | | 11.39*** |
| 16030 - Counter Attendant | | 11.39*** |
| 16040 - Dry Cleaner | | 13.67*** |
| 16070 - Finisher Flatwork Machine | | 11.39*** |
| 16090 - Presser Hand | | 11.39*** |
| 16110 - Presser Machine Drycleaning | | 11.39*** |
| 16130 - Presser Machine Shirts | | 11.39*** |
| 16160 - Presser Machine Wearing Apparel Laundry | | 11.39*** |
| 16190 - Sewing Machine Operator | | 14.63*** |
| 16220 - Tailor | | 15.59 |
| 16250 - Washer Machine | | 11.93*** |
| 19000 - Machine Tool Operation And Repair Occupations | | |
| 19010 - Machine-Tool Operator (Tool Room) | | 21.02 |
| 19040 - Tool And Die Maker | | 26.54 |
| 21000 - Materials Handling And Packing Occupations | | |
| 21020 - Forklift Operator | | 14.41*** |
| 21030 - Material Coordinator | | 22.10 |
| 21040 - Material Expediter | | 22.10 |
| 21050 - Material Handling Laborer | | 13.86*** |
| 21071 - Order Filler | | 12.84*** |
| 21080 - Production Line Worker (Food Processing) | | 14.41*** |
| 21110 - Shipping Packer | | 17.03 |
| 21130 - Shipping/Receiving Clerk | | 17.03 |
| 21140 - Store Worker I | | 11.79*** |
| 21150 - Stock Clerk | | 16.71 |
| 21210 - Tools And Parts Attendant | | 14.41*** |
| 21410 - Warehouse Specialist | | 14.41*** |
| 23000 - Mechanics And Maintenance And Repair Occupations | | |
| 23010 - Aerospace Structural Welder | | 23.84 |
| 23019 - Aircraft Logs and Records Technician | | 18.29 |
| 23021 - Aircraft Mechanic I | | 22.49 |
| 23022 - Aircraft Mechanic II | | 23.84 |
| 23023 - Aircraft Mechanic III | | 25.28 |
| 23040 - Aircraft Mechanic Helper | | 15.39 |
| 23050 - Aircraft Painter | | 21.12 |
| 23060 - Aircraft Servicer | | 18.29 |
| 23070 - Aircraft Survival Flight Equipment Technician | | 21.12 |
| 23080 - Aircraft Worker | | 19.73 |
| 23091 - Aircrew Life Support Equipment (ALSE) Mechanic | | 19.73 |

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| 23092 - Aircrew Life Support Equipment (ALSE) Mechanic | 22.49 |
| II | |
| 23110 - Appliance Mechanic | 21.12 |
| 23120 - Bicycle Repairer | 16.49 |
| 23125 - Cable Splicer | 31.80 |
| 23130 - Carpenter Maintenance | 19.37 |
| 23140 - Carpet Layer | 19.73 |
| 23160 - Electrician Maintenance | 27.12 |
| 23181 - Electronics Technician Maintenance I | 26.10 |
| 23182 - Electronics Technician Maintenance II | 27.93 |
| 23183 - Electronics Technician Maintenance III | 29.76 |
| 23260 - Fabric Worker | 18.29 |
| 23290 - Fire Alarm System Mechanic | 23.16 |
| 23310 - Fire Extinguisher Repairer | 16.81 |
| 23311 - Fuel Distribution System Mechanic | 23.16 |
| 23312 - Fuel Distribution System Operator | 17.32 |
| 23370 - General Maintenance Worker | 19.72 |
| 23380 - Ground Support Equipment Mechanic | 22.49 |
| 23381 - Ground Support Equipment Servicer | 18.29 |
| 23382 - Ground Support Equipment Worker | 19.73 |
| 23391 - Gunsmith I | 16.81 |
| 23392 - Gunsmith II | 19.73 |
| 23393 - Gunsmith III | 22.49 |
| 23410 - Heating Ventilation And Air-Conditioning Mechanic | 20.18 |
| 23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) | 23.55 |
| 23430 - Heavy Equipment Mechanic | 21.67 |
| 23440 - Heavy Equipment Operator | 21.48 |
| 23460 - Instrument Mechanic | 22.49 |
| 23465 - Laboratory/Shelter Mechanic | 21.12 |
| 23470 - Laborer | 13.86*** |
| 23510 - Locksmith | 21.12 |
| 23530 - Machinery Maintenance Mechanic | 27.59 |
| 23550 - Machinist Maintenance | 21.57 |
| 23580 - Maintenance Trades Helper | 17.30 |
| 23591 - Metrology Technician I | 22.49 |
| 23592 - Metrology Technician II | 23.84 |
| 23593 - Metrology Technician III | 25.28 |
| 23640 - Millwright | 24.37 |
| 23710 - Office Appliance Repairer | 21.85 |
| 23760 - Painter Maintenance | 17.49 |
| 23790 - Pipefitter Maintenance | 23.77 |
| 23810 - Plumber Maintenance | 22.32 |
| 23820 - Pneudraulic Systems Mechanic | 22.49 |
| 23850 - Rigger | 22.49 |
| 23870 - Scale Mechanic | 19.73 |
| 23890 - Sheet-Metal Worker Maintenance | 21.92 |
| 23910 - Small Engine Mechanic | 19.36 |
| 23931 - Telecommunications Mechanic I | 29.01 |
| 23932 - Telecommunications Mechanic II | 30.73 |
| 23950 - Telephone Lineman | 24.74 |
| 23960 - Welder Combination Maintenance | 18.18 |
| 23965 - Well Driller | 22.49 |
| 23970 - Woodcraft Worker | 22.49 |
| 23980 - Woodworker | 16.81 |
| 24000 - Personal Needs Occupations | |
| 24550 - Case Manager | 15.83 |
| 24570 - Child Care Attendant | 11.22*** |
| 24580 - Child Care Center Clerk | 14.11*** |
| 24610 - Chore Aide | 10.01*** |
| 24620 - Family Readiness And Support Services Coordinator | 15.83 |
| 24630 - Homemaker | 16.62 |

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| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 23.36 |
| 25040 - Sewage Plant Operator | 22.32 |
| 25070 - Stationary Engineer | 23.36 |
| 25190 - Ventilation Equipment Tender | 15.83 |
| 25210 - Water Treatment Plant Operator | 22.32 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 17.81 |
| 27007 - Baggage Inspector | 11.66*** |
| 27008 - Corrections Officer | 19.23 |
| 27010 - Court Security Officer | 18.53 |
| 27030 - Detection Dog Handler | 13.59*** |
| 27040 - Detention Officer | 19.23 |
| 27070 - Firefighter | 16.97 |
| 27101 - Guard I | 11.66*** |
| 27102 - Guard II | 13.59*** |
| 27131 - Police Officer I | 21.51 |
| 27132 - Police Officer II | 22.53 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 12.86*** |
| 28042 - Carnival Equipment Repairer | 14.03*** |
| 28043 - Carnival Worker | 9.34*** |
| 28210 - Gate Attendant/Gate Tender | 15.20 |
| 28310 - Lifeguard | 13.04*** |
| 28350 - Park Attendant (Aide) | 17.01 |
| 28510 - Recreation Aide/Health Facility Attendant | 12.41*** |
| 28515 - Recreation Specialist | 20.28 |
| 28630 - Sports Official | 13.54*** |
| 28690 - Swimming Pool Operator | 16.48 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 19.73 |
| 29020 - Hatch Tender | 19.73 |
| 29030 - Line Handler | 19.73 |
| 29041 - Stevedore I | 18.29 |
| 29042 - Stevedore II | 21.12 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist Center (HFO) (see 2) | 40.29 |
| 30011 - Air Traffic Control Specialist Station (HFO) (see 2) | 27.78 |
| 30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) | 30.59 |
| 30021 - Archeological Technician I | 16.67 |
| 30022 - Archeological Technician II | 18.65 |
| 30023 - Archeological Technician III | 23.10 |
| 30030 - Cartographic Technician | 23.10 |
| 30040 - Civil Engineering Technician | 22.40 |
| 30051 - Cryogenic Technician I | 25.58 |
| 30052 - Cryogenic Technician II | 28.26 |
| 30061 - Drafter/CAD Operator I | 16.67 |
| 30062 - Drafter/CAD Operator II | 18.65 |
| 30063 - Drafter/CAD Operator III | 20.79 |
| 30064 - Drafter/CAD Operator IV | 25.58 |
| 30081 - Engineering Technician I | 17.14 |
| 30082 - Engineering Technician II | 18.54 |
| 30083 - Engineering Technician III | 21.52 |
| 30084 - Engineering Technician IV | 25.66 |
| 30085 - Engineering Technician V | 30.95 |
| 30086 - Engineering Technician VI | 37.45 |
| 30090 - Environmental Technician | 23.10 |
| 30095 - Evidence Control Specialist | 23.10 |
| 30210 - Laboratory Technician | 20.79 |
| 30221 - Latent Fingerprint Technician I | 25.58 |
| 30222 - Latent Fingerprint Technician II | 28.26 |
| 30240 - Mathematical Technician | 23.10 |
| 30361 - Paralegal/Legal Assistant I | 18.81 |
| 30362 - Paralegal/Legal Assistant II | 22.31 |
| 30363 - Paralegal/Legal Assistant III | 27.20 |

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| 30364 - Paralegal/Legal Assistant IV | 33.01 |
| 30375 - Petroleum Supply Specialist | 28.26 |
| 30390 - Photo-Optics Technician | 23.10 |
| 30395 - Radiation Control Technician | 28.26 |
| 30461 - Technical Writer I | 23.10 |
| 30462 - Technical Writer II | 28.26 |
| 30463 - Technical Writer III | 34.19 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 25.60 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 30.98 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 37.13 |
| 30494 - Unexploded (UXO) Safety Escort | 25.60 |
| 30495 - Unexploded (UXO) Sweep Personnel | 25.60 |
| 30501 - Weather Forecaster I | 25.58 |
| 30502 - Weather Forecaster II | 31.12 |
| 30620 - Weather Observer Combined Upper Air Or | (see 2) 20.79 |
| Surface Programs | |
| 30621 - Weather Observer Senior | (see 2) 23.38 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31010 - Airplane Pilot | 30.98 |
| 31020 - Bus Aide | 12.42*** |
| 31030 - Bus Driver | 18.07 |
| 31043 - Driver Courier | 14.52*** |
| 31260 - Parking and Lot Attendant | 11.05*** |
| 31290 - Shuttle Bus Driver | 13.89*** |
| 31310 - Taxi Driver | 11.69*** |
| 31361 - Truckdriver Light | 15.28 |
| 31362 - Truckdriver Medium | 16.54 |
| 31363 - Truckdriver Heavy | 20.14 |
| 31364 - Truckdriver Tractor-Trailer | 20.14 |
| 99000 - Miscellaneous Occupations | |
| 99020 - Cabin Safety Specialist | 15.10 |
| 99030 - Cashier | 10.13*** |
| 99050 - Desk Clerk | 12.05*** |
| 99095 - Embalmer | 25.60 |
| 99130 - Flight Follower | 25.60 |
| 99251 - Laboratory Animal Caretaker I | 14.28*** |
| 99252 - Laboratory Animal Caretaker II | 15.59 |
| 99260 - Marketing Analyst | 26.19 |
| 99310 - Mortician | 25.60 |
| 99410 - Pest Controller | 15.79 |
| 99510 - Photofinishing Worker | 13.45*** |
| 99710 - Recycling Laborer | 15.86 |
| 99711 - Recycling Specialist | 19.43 |
| 99730 - Refuse Collector | 14.12*** |
| 99810 - Sales Clerk | 11.81*** |
| 99820 - School Crossing Guard | 13.39*** |
| 99830 - Survey Party Chief | 19.49 |
| 99831 - Surveying Aide | 12.77*** |
| 99832 - Surveying Technician | 17.49 |
| 99840 - Vending Machine Attendant | 18.24 |
| 99841 - Vending Machine Repairer | 23.38 |
| 99842 - Vending Machine Repairer Helper | 18.24 |

***Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 (\$15.00 per hour) or 13658 (\$11.25 per hour). Please see the Note at the top of the wage determination for more information. Please also note that the minimum wage requirements of Executive Order 14026 and 13658 are not currently being enforced as to contracts or contract-like instruments entered into with the federal government in connection with seasonal recreational services or seasonal recreational equipment rental for the general public on federal lands.

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.60 per hour up to 40 hours per week or \$184.00 per week or \$797.33 per month

HEALTH & WELFARE EO 13706: \$4.23 per hour up to 40 hours per week or \$169.20 per week or \$733.20 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 8 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (See 29 CFR 4.173)

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Juneteenth National Independence Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than \$27.63 (or on a salary or fee basis at a rate not less than \$455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541.400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds \$27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees

who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

**** HAZARDOUS PAY DIFFERENTIAL ****

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder.

All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary

affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However in those instances where the uniforms furnished are made of "wash and wear" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

**** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS ****

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

**** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) ****

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR 4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).
- 4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

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| "REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor | U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210 Wage Determination No.: 2015-4661 Revision No.: 19 Date Of Last Revision: 03/15/2022 |
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Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

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| If the contract is entered into on or after January 30 2022 or the contract is renewed or extended (e.g. an option is exercised) on or after January 30 2022: | With certain exceptions Executive Order 14026 applies to the contract. The contractor must pay all covered workers at least \$15.00 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in 2022. |
| If the contract was awarded on or between January 1 2015 and January 29 2022 and the contract is not renewed or extended on or after January 30 2022: | With certain exceptions Executive Order 13658 applies to the contract. The contractor must pay all covered workers at least \$11.25 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in 2022. |

The applicable Executive Order minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the Executive Orders is available at <https://www.dol.gov/agencies/whd/government-contracts>.

State: Tennessee

Area: Tennessee Counties of Clay De Kalb Jackson Overton Putnam Warren White

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE | TITLE | FOOTNOTE | RATE |
|-----------------|---|----------|----------|
| 01000 | - Administrative Support And Clerical Occupations | | |
| 01011 | - Accounting Clerk I | | 14.32*** |
| 01012 | - Accounting Clerk II | | 16.07 |
| 01013 | - Accounting Clerk III | | 17.98 |
| 01020 | - Administrative Assistant | | 24.86 |
| 01035 | - Court Reporter | | 19.75 |
| 01041 | - Customer Service Representative I | | 13.04*** |
| 01042 | - Customer Service Representative II | | 14.23*** |
| 01043 | - Customer Service Representative III | | 15.98 |
| 01051 | - Data Entry Operator I | | 14.37*** |
| 01052 | - Data Entry Operator II | | 15.68 |
| 01060 | - Dispatcher Motor Vehicle | | 20.21 |
| 01070 | - Document Preparation Clerk | | 13.68*** |
| 01090 | - Duplicating Machine Operator | | 13.68*** |
| 01111 | - General Clerk I | | 12.65*** |
| 01112 | - General Clerk II | | 13.80*** |

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| 01113 - General Clerk III | 15.50 |
| 01120 - Housing Referral Assistant | 17.66 |
| 01141 - Messenger Courier | 13.53*** |
| 01191 - Order Clerk I | 13.30*** |
| 01192 - Order Clerk II | 14.51*** |
| 01261 - Personnel Assistant (Employment) I | 16.62 |
| 01262 - Personnel Assistant (Employment) II | 18.59 |
| 01263 - Personnel Assistant (Employment) III | 20.74 |
| 01270 - Production Control Clerk | 19.53 |
| 01290 - Rental Clerk | 13.71*** |
| 01300 - Scheduler Maintenance | 14.17*** |
| 01311 - Secretary I | 14.17*** |
| 01312 - Secretary II | 15.92 |
| 01313 - Secretary III | 17.66 |
| 01320 - Service Order Dispatcher | 18.07 |
| 01410 - Supply Technician | 24.86 |
| 01420 - Survey Worker | 14.27*** |
| 01460 - Switchboard Operator/Receptionist | 12.33*** |
| 01531 - Travel Clerk I | 13.26*** |
| 01532 - Travel Clerk II | 14.19*** |
| 01533 - Travel Clerk III | 15.06 |
| 01611 - Word Processor I | 12.77*** |
| 01612 - Word Processor II | 15.95 |
| 01613 - Word Processor III | 16.29 |
| 05000 - Automotive Service Occupations | |
| 05005 - Automobile Body Repairer Fiberglass | 21.51 |
| 05010 - Automotive Electrician | 19.84 |
| 05040 - Automotive Glass Installer | 18.19 |
| 05070 - Automotive Worker | 18.79 |
| 05110 - Mobile Equipment Servicer | 16.48 |
| 05130 - Motor Equipment Metal Mechanic | 19.25 |
| 05160 - Motor Equipment Metal Worker | 19.33 |
| 05190 - Motor Vehicle Mechanic | 19.25 |
| 05220 - Motor Vehicle Mechanic Helper | 15.33 |
| 05250 - Motor Vehicle Upholstery Worker | 17.18 |
| 05280 - Motor Vehicle Wrecker | 18.17 |
| 05310 - Painter Automotive | 18.42 |
| 05340 - Radiator Repair Specialist | 18.17 |
| 05370 - Tire Repairer | 14.50*** |
| 05400 - Transmission Repair Specialist | 19.25 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 14.11*** |
| 07041 - Cook I | 10.91*** |
| 07042 - Cook II | 12.32*** |
| 07070 - Dishwasher | 9.25*** |
| 07130 - Food Service Worker | 9.21*** |
| 07210 - Meat Cutter | 16.32 |
| 07260 - Waiter/Waitress | 9.06*** |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 16.06 |
| 09040 - Furniture Handler | 12.18*** |
| 09080 - Furniture Refinisher | 17.51 |
| 09090 - Furniture Refinisher Helper | 13.99*** |
| 09110 - Furniture Repairer Minor | 15.63 |
| 09130 - Upholsterer | 16.89 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner Vehicles | 10.48*** |
| 11060 - Elevator Operator | 11.34*** |
| 11090 - Gardener | 14.58*** |
| 11122 - Housekeeping Aide | 11.34*** |
| 11150 - Janitor | 11.34*** |
| 11210 - Laborer Grounds Maintenance | 11.64*** |
| 11240 - Maid or Houseman | 10.29*** |
| 11260 - Pruner | 10.57*** |
| 11270 - Tractor Operator | 13.76*** |

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| 11330 - Trail Maintenance Worker | 11.64*** |
| 11360 - Window Cleaner | 12.54*** |
| 12000 Health Occupations | |
| 12010 - Ambulance Driver | 18.01 |
| 12011 - Breath Alcohol Technician | 18.57 |
| 12012 - Certified Occupational Therapist Assistant | 31.10 |
| 12015 - Certified Physical Therapist Assistant | 27.96 |
| 12020 - Dental Assistant | 19.15 |
| 12025 - Dental Hygienist | 37.41 |
| 12030 - EKG Technician | 28.14 |
| 12035 - Electroneurodiagnostic Technologist | 28.14 |
| 12040 - Emergency Medical Technician | 18.01 |
| 12071 - Licensed Practical Nurse I | 16.61 |
| 12072 - Licensed Practical Nurse II | 18.57 |
| 12073 - Licensed Practical Nurse III | 20.70 |
| 12100 - Medical Assistant | 14.01*** |
| 12130 - Medical Laboratory Technician | 22.59 |
| 12160 - Medical Record Clerk | 16.11 |
| 12190 - Medical Record Technician | 18.01 |
| 12195 - Medical Transcriptionist | 16.66 |
| 12210 - Nuclear Medicine Technologist | 40.81 |
| 12221 - Nursing Assistant I | 11.88*** |
| 12222 - Nursing Assistant II | 13.35*** |
| 12223 - Nursing Assistant III | 14.57*** |
| 12224 - Nursing Assistant IV | 16.36 |
| 12235 - Optical Dispenser | 20.00 |
| 12236 - Optical Technician | 16.61 |
| 12250 - Pharmacy Technician | 16.70 |
| 12280 - Phlebotomist | 13.97*** |
| 12305 - Radiologic Technologist | 24.80 |
| 12311 - Registered Nurse I | 24.57 |
| 12312 - Registered Nurse II | 30.05 |
| 12313 - Registered Nurse II Specialist | 30.05 |
| 12314 - Registered Nurse III | 36.36 |
| 12315 - Registered Nurse III Anesthetist | 36.36 |
| 12316 - Registered Nurse IV | 43.58 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 23.01 |
| 12320 - Substance Abuse Treatment Counselor | 20.57 |
| 13000 Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 17.98 |
| 13012 - Exhibits Specialist II | 22.27 |
| 13013 - Exhibits Specialist III | 27.25 |
| 13041 - Illustrator I | 20.73 |
| 13042 - Illustrator II | 25.68 |
| 13043 - Illustrator III | 31.42 |
| 13047 - Librarian | 24.67 |
| 13050 - Library Aide/Clerk | 14.31*** |
| 13054 - Library Information Technology Systems Administrator | 22.27 |
| 13058 - Library Technician | 16.21 |
| 13061 - Media Specialist I | 16.07 |
| 13062 - Media Specialist II | 17.98 |
| 13063 - Media Specialist III | 20.04 |
| 13071 - Photographer I | 16.07 |
| 13072 - Photographer II | 17.98 |
| 13073 - Photographer III | 22.27 |
| 13074 - Photographer IV | 27.25 |
| 13075 - Photographer V | 32.96 |
| 13090 - Technical Order Library Clerk | 17.98 |
| 13110 - Video Teleconference Technician | 17.90 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 14.86*** |
| 14042 - Computer Operator II | 16.62 |
| 14043 - Computer Operator III | 18.52 |
| 14044 - Computer Operator IV | 20.59 |

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| 14045 - Computer Operator V | 22.80 |
| 14071 - Computer Programmer I | (see 1) 22.98 |
| 14072 - Computer Programmer II | (see 1) 27.34 |
| 14073 - Computer Programmer III | (see 1) |
| 14074 - Computer Programmer IV | (see 1) |
| 14101 - Computer Systems Analyst I | (see 1) |
| 14102 - Computer Systems Analyst II | (see 1) |
| 14103 - Computer Systems Analyst III | (see 1) |
| 14150 - Peripheral Equipment Operator | 14.86*** |
| 14160 - Personal Computer Support Technician | 21.34 |
| 14170 - System Support Specialist | 26.97 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 30.75 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 35.78 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 42.00 |
| 15050 - Computer Based Training Specialist / Instructor | 30.75 |
| 15060 - Educational Technologist | 30.54 |
| 15070 - Flight Instructor (Pilot) | 42.00 |
| 15080 - Graphic Artist | 20.04 |
| 15085 - Maintenance Test Pilot Fixed Jet/Prop | 40.38 |
| 15086 - Maintenance Test Pilot Rotary Wing | 40.38 |
| 15088 - Non-Maintenance Test/Co-Pilot | 40.38 |
| 15090 - Technical Instructor | 18.77 |
| 15095 - Technical Instructor/Course Developer | 22.96 |
| 15110 - Test Proctor | 15.15 |
| 15120 - Tutor | 15.15 |
| 16000 - Laundry Dry-Cleaning Pressing And Related Occupations | |
| 16010 - Assembler | 10.10*** |
| 16030 - Counter Attendant | 10.10*** |
| 16040 - Dry Cleaner | 12.48*** |
| 16070 - Finisher Flatwork Machine | 10.10*** |
| 16090 - Presser Hand | 10.10*** |
| 16110 - Presser Machine Drycleaning | 10.10*** |
| 16130 - Presser Machine Shirts | 10.10*** |
| 16160 - Presser Machine Wearing Apparel Laundry | 10.10*** |
| 16190 - Sewing Machine Operator | 13.17*** |
| 16220 - Tailor | 14.02*** |
| 16250 - Washer Machine | 10.93*** |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 20.68 |
| 19040 - Tool And Die Maker | 25.31 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 15.25 |
| 21030 - Material Coordinator | 19.53 |
| 21040 - Material Expediter | 19.53 |
| 21050 - Material Handling Laborer | 12.92*** |
| 21071 - Order Filler | 12.05*** |
| 21080 - Production Line Worker (Food Processing) | 15.25 |
| 21110 - Shipping Packer | 16.23 |
| 21130 - Shipping/Receiving Clerk | 16.23 |
| 21140 - Store Worker I | 12.63*** |
| 21150 - Stock Clerk | 16.81 |
| 21210 - Tools And Parts Attendant | 15.25 |
| 21410 - Warehouse Specialist | 15.25 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 24.29 |
| 23019 - Aircraft Logs and Records Technician | 21.64 |
| 23021 - Aircraft Mechanic I | 23.16 |
| 23022 - Aircraft Mechanic II | 24.29 |
| 23023 - Aircraft Mechanic III | 25.33 |
| 23040 - Aircraft Mechanic Helper | 19.23 |
| 23050 - Aircraft Painter | 27.35 |
| 23060 - Aircraft Servicer | 21.64 |
| 23070 - Aircraft Survival Flight Equipment Technician | 27.35 |
| 23080 - Aircraft Worker | 22.84 |

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| 23091 - Aircrew Life Support Equipment (ALSE) Mechanic I | 22.84 |
| 23092 - Aircrew Life Support Equipment (ALSE) Mechanic II | 23.16 |
| 23110 - Appliance Mechanic | 19.40 |
| 23120 - Bicycle Repairer | 16.30 |
| 23125 - Cable Splicer | 34.20 |
| 23130 - Carpenter Maintenance | 17.47 |
| 23140 - Carpet Layer | 18.15 |
| 23160 - Electrician Maintenance | 24.48 |
| 23181 - Electronics Technician Maintenance I | 21.82 |
| 23182 - Electronics Technician Maintenance II | 22.95 |
| 23183 - Electronics Technician Maintenance III | 24.16 |
| 23260 - Fabric Worker | 17.31 |
| 23290 - Fire Alarm System Mechanic | 20.43 |
| 23310 - Fire Extinguisher Repairer | 16.30 |
| 23311 - Fuel Distribution System Mechanic | 23.77 |
| 23312 - Fuel Distribution System Operator | 18.98 |
| 23370 - General Maintenance Worker | 16.86 |
| 23380 - Ground Support Equipment Mechanic | 23.16 |
| 23381 - Ground Support Equipment Servicer | 21.64 |
| 23382 - Ground Support Equipment Worker | 22.84 |
| 23391 - Gunsmith I | 16.30 |
| 23392 - Gunsmith II | 18.41 |
| 23393 - Gunsmith III | 20.43 |
| 23410 - Heating Ventilation And Air-Conditioning Mechanic | 20.10 |
| 23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) | 21.26 |
| 23430 - Heavy Equipment Mechanic | 23.93 |
| 23440 - Heavy Equipment Operator | 18.25 |
| 23460 - Instrument Mechanic | 20.43 |
| 23465 - Laboratory/Shelter Mechanic | 19.40 |
| 23470 - Laborer | 12.92*** |
| 23510 - Locksmith | 19.40 |
| 23530 - Machinery Maintenance Mechanic | 20.18 |
| 23550 - Machinist Maintenance | 17.94 |
| 23580 - Maintenance Trades Helper | 16.22 |
| 23591 - Metrology Technician I | 20.43 |
| 23592 - Metrology Technician II | 21.53 |
| 23593 - Metrology Technician III | 22.63 |
| 23640 - Millwright | 25.95 |
| 23710 - Office Appliance Repairer | 19.93 |
| 23760 - Painter Maintenance | 15.86 |
| 23790 - Pipefitter Maintenance | 21.37 |
| 23810 - Plumber Maintenance | 20.30 |
| 23820 - Pneudraulic Systems Mechanic | 20.43 |
| 23850 - Rigger | 20.43 |
| 23870 - Scale Mechanic | 18.41 |
| 23890 - Sheet-Metal Worker Maintenance | 20.10 |
| 23910 - Small Engine Mechanic | 18.15 |
| 23931 - Telecommunications Mechanic I | 28.85 |
| 23932 - Telecommunications Mechanic II | 30.40 |
| 23950 - Telephone Lineman | 24.10 |
| 23960 - Welder Combination Maintenance | 18.61 |
| 23965 - Well Driller | 20.43 |
| 23970 - Woodcraft Worker | 20.43 |
| 23980 - Woodworker | 16.30 |
| 24000 - Personal Needs Occupations | |
| 24550 - Case Manager | 15.82 |
| 24570 - Child Care Attendant | 10.07*** |
| 24580 - Child Care Center Clerk | 12.56*** |
| 24610 - Chore Aide | 10.86*** |
| 24620 - Family Readiness And Support Services Coordinator | 15.82 |

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| 24630 - Homemaker | 15.82 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 24.18 |
| 25040 - Sewage Plant Operator | 19.19 |
| 25070 - Stationary Engineer | 24.18 |
| 25190 - Ventilation Equipment Tender | 17.24 |
| 25210 - Water Treatment Plant Operator | 19.19 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 15.64 |
| 27007 - Baggage Inspector | 13.06*** |
| 27008 - Corrections Officer | 17.45 |
| 27010 - Court Security Officer | 19.46 |
| 27030 - Detection Dog Handler | 15.10 |
| 27040 - Detention Officer | 17.45 |
| 27070 - Firefighter | 22.20 |
| 27101 - Guard I | 13.06*** |
| 27102 - Guard II | 15.10 |
| 27131 - Police Officer I | 19.83 |
| 27132 - Police Officer II | 20.80 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 14.03*** |
| 28042 - Carnival Equipment Repairer | 14.85*** |
| 28043 - Carnival Worker | 11.07*** |
| 28210 - Gate Attendant/Gate Tender | 16.32 |
| 28310 - Lifeguard | 12.11*** |
| 28350 - Park Attendant (Aide) | 18.26 |
| 28510 - Recreation Aide/Health Facility Attendant | 13.33*** |
| 28515 - Recreation Specialist | 22.19 |
| 28630 - Sports Official | 14.54*** |
| 28690 - Swimming Pool Operator | 19.00 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 18.41 |
| 29020 - Hatch Tender | 18.41 |
| 29030 - Line Handler | 18.41 |
| 29041 - Stevedore I | 17.31 |
| 29042 - Stevedore II | 19.40 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist Center (HFO) (see 2) | 40.29 |
| 30011 - Air Traffic Control Specialist Station (HFO) (see 2) | 27.78 |
| 30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) | 30.59 |
| 30021 - Archeological Technician I | 17.35 |
| 30022 - Archeological Technician II | 19.70 |
| 30023 - Archeological Technician III | 23.94 |
| 30030 - Cartographic Technician | 24.40 |
| 30040 - Civil Engineering Technician | 24.58 |
| 30051 - Cryogenic Technician I | 26.01 |
| 30052 - Cryogenic Technician II | 28.72 |
| 30061 - Drafter/CAD Operator I | 17.35 |
| 30062 - Drafter/CAD Operator II | 19.70 |
| 30063 - Drafter/CAD Operator III | 21.97 |
| 30064 - Drafter/CAD Operator IV | 26.34 |
| 30081 - Engineering Technician I | 15.25 |
| 30082 - Engineering Technician II | 16.67 |
| 30083 - Engineering Technician III | 21.48 |
| 30084 - Engineering Technician IV | 25.20 |
| 30085 - Engineering Technician V | 30.90 |
| 30086 - Engineering Technician VI | 37.37 |
| 30090 - Environmental Technician | 23.05 |
| 30095 - Evidence Control Specialist | 23.48 |
| 30210 - Laboratory Technician | 23.09 |
| 30221 - Latent Fingerprint Technician I | 26.01 |
| 30222 - Latent Fingerprint Technician II | 28.72 |
| 30240 - Mathematical Technician | 24.40 |
| 30361 - Paralegal/Legal Assistant I | 18.75 |
| 30362 - Paralegal/Legal Assistant II | 23.22 |

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| 30363 - Paralegal/Legal Assistant III | 28.27 |
| 30364 - Paralegal/Legal Assistant IV | 34.21 |
| 30375 - Petroleum Supply Specialist | 28.72 |
| 30390 - Photo-Optics Technician | 24.40 |
| 30395 - Radiation Control Technician | 28.72 |
| 30461 - Technical Writer I | 23.48 |
| 30462 - Technical Writer II | 28.72 |
| 30463 - Technical Writer III | 34.75 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 25.60 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 30.98 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 37.13 |
| 30494 - Unexploded (UXO) Safety Escort | 25.60 |
| 30495 - Unexploded (UXO) Sweep Personnel | 25.60 |
| 30501 - Weather Forecaster I | 26.01 |
| 30502 - Weather Forecaster II | 31.63 |
| 30620 - Weather Observer Combined Upper Air Or Surface Programs | (see 2) 21.97 |
| 30621 - Weather Observer Senior | (see 2) 23.57 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31010 - Airplane Pilot | 30.98 |
| 31020 - Bus Aide | 13.23*** |
| 31030 - Bus Driver | 17.66 |
| 31043 - Driver Courier | 15.54 |
| 31260 - Parking and Lot Attendant | 12.00*** |
| 31290 - Shuttle Bus Driver | 16.20 |
| 31310 - Taxi Driver | 13.92*** |
| 31361 - Truckdriver Light | 16.59 |
| 31362 - Truckdriver Medium | 19.71 |
| 31363 - Truckdriver Heavy | 18.90 |
| 31364 - Truckdriver Tractor-Trailer | 18.90 |
| 99000 - Miscellaneous Occupations | |
| 99020 - Cabin Safety Specialist | 15.10 |
| 99030 - Cashier | 10.34*** |
| 99050 - Desk Clerk | 9.46*** |
| 99095 - Embalmer | 21.80 |
| 99130 - Flight Follower | 25.60 |
| 99251 - Laboratory Animal Caretaker I | 12.57*** |
| 99252 - Laboratory Animal Caretaker II | 13.42*** |
| 99260 - Marketing Analyst | 26.24 |
| 99310 - Mortician | 21.80 |
| 99410 - Pest Controller | 17.16 |
| 99510 - Photofinishing Worker | 13.45*** |
| 99710 - Recycling Laborer | 13.54*** |
| 99711 - Recycling Specialist | 16.01 |
| 99730 - Refuse Collector | 12.39*** |
| 99810 - Sales Clerk | 11.53*** |
| 99820 - School Crossing Guard | 13.98*** |
| 99830 - Survey Party Chief | 19.73 |
| 99831 - Surveying Aide | 13.32*** |
| 99832 - Surveying Technician | 17.70 |
| 99840 - Vending Machine Attendant | 18.12 |
| 99841 - Vending Machine Repairer | 21.86 |
| 99842 - Vending Machine Repairer Helper | 18.12 |

***Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 (\$15.00 per hour) or 13658 (\$11.25 per hour). Please see the Note at the top of the wage determination for more information. Please also note that the minimum wage requirements of Executive Order 14026 and 13658 are not currently being enforced as to contracts or contract-like instruments entered into with the federal government in connection with seasonal recreational services or seasonal recreational equipment rental for the general public on federal lands.

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.60 per hour up to 40 hours per week or \$184.00 per week or \$797.33 per month

HEALTH & WELFARE EO 13706: \$4.23 per hour up to 40 hours per week or \$169.20 per week or \$733.20 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 10 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (See 29 CFR 4.173)

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Juneteenth National Independence Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than \$27.63 (or on a salary or fee basis at a rate not less than \$455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541.400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds \$27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer

professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

**** HAZARDOUS PAY DIFFERENTIAL ****

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining

agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

**** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS ****

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

**** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) ****

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR 4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).
- 4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour Division's decision to the

contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

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| "REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor | U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210 Wage Determination No.: 2015-4655 Revision No.: 19 Date Of Last Revision: 03/15/2022 |
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Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

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| If the contract is entered into on or after January 30 2022 or the contract is renewed or extended (e.g. an option is exercised) on or after January 30 2022: | With certain exceptions Executive Order 14026 applies to the contract. The contractor must pay all covered workers at least \$15.00 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in 2022. |
| If the contract was awarded on or between January 1 2015 and January 29 2022 and the contract is not renewed or extended on or after January 30 2022: | With certain exceptions Executive Order 13658 applies to the contract. The contractor must pay all covered workers at least \$11.25 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in 2022. |

The applicable Executive Order minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the Executive Orders is available at <https://www.dol.gov/agencies/whd/government-contracts>.

State: Tennessee

Area: Tennessee Counties of Coffee Franklin Grundy

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|----------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 13.82*** |
| 01012 - Accounting Clerk II | | 15.53 |
| 01013 - Accounting Clerk III | | 17.36 |
| 01020 - Administrative Assistant | | 20.91 |
| 01035 - Court Reporter | | 17.30 |
| 01041 - Customer Service Representative I | | 13.17*** |
| 01042 - Customer Service Representative II | | 14.82*** |
| 01043 - Customer Service Representative III | | 16.16 |
| 01051 - Data Entry Operator I | | 14.71*** |
| 01052 - Data Entry Operator II | | 16.05 |
| 01060 - Dispatcher Motor Vehicle | | 18.58 |
| 01070 - Document Preparation Clerk | | 13.77*** |
| 01090 - Duplicating Machine Operator | | 13.77*** |
| 01111 - General Clerk I | | 13.11*** |
| 01112 - General Clerk II | | 14.31*** |
| 01113 - General Clerk III | | 16.07 |

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| 01120 - Housing Referral Assistant | 19.28 |
| 01141 - Messenger Courier | 11.23*** |
| 01191 - Order Clerk I | 12.92*** |
| 01192 - Order Clerk II | 14.09*** |
| 01261 - Personnel Assistant (Employment) I | 15.99 |
| 01262 - Personnel Assistant (Employment) II | 17.90 |
| 01263 - Personnel Assistant (Employment) III | 19.95 |
| 01270 - Production Control Clerk | 21.61 |
| 01290 - Rental Clerk | 11.13*** |
| 01300 - Scheduler Maintenance | 15.47 |
| 01311 - Secretary I | 15.47 |
| 01312 - Secretary II | 17.30 |
| 01313 - Secretary III | 19.28 |
| 01320 - Service Order Dispatcher | 15.78 |
| 01410 - Supply Technician | 20.91 |
| 01420 - Survey Worker | 14.55*** |
| 01460 - Switchboard Operator/Receptionist | 12.95*** |
| 01531 - Travel Clerk I | 12.22*** |
| 01532 - Travel Clerk II | 12.99*** |
| 01533 - Travel Clerk III | 13.78*** |
| 01611 - Word Processor I | 13.83*** |
| 01612 - Word Processor II | 15.53 |
| 01613 - Word Processor III | 17.37 |
| 05000 - Automotive Service Occupations | |
| 05005 - Automobile Body Repairer Fiberglass | 21.31 |
| 05010 - Automotive Electrician | 18.03 |
| 05040 - Automotive Glass Installer | 17.15 |
| 05070 - Automotive Worker | 17.15 |
| 05110 - Mobile Equipment Servicer | 15.38 |
| 05130 - Motor Equipment Metal Mechanic | 18.87 |
| 05160 - Motor Equipment Metal Worker | 17.15 |
| 05190 - Motor Vehicle Mechanic | 17.44 |
| 05220 - Motor Vehicle Mechanic Helper | 14.45*** |
| 05250 - Motor Vehicle Upholstery Worker | 16.26 |
| 05280 - Motor Vehicle Wrecker | 17.15 |
| 05310 - Painter Automotive | 18.03 |
| 05340 - Radiator Repair Specialist | 17.15 |
| 05370 - Tire Repairer | 12.25*** |
| 05400 - Transmission Repair Specialist | 17.31 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 14.20*** |
| 07041 - Cook I | 11.24*** |
| 07042 - Cook II | 12.65*** |
| 07070 - Dishwasher | 9.10*** |
| 07130 - Food Service Worker | 9.31*** |
| 07210 - Meat Cutter | 17.35 |
| 07260 - Waiter/Waitress | 8.96*** |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 19.56 |
| 09040 - Furniture Handler | 13.61*** |
| 09080 - Furniture Refinisher | 19.98 |
| 09090 - Furniture Refinisher Helper | 15.98 |
| 09110 - Furniture Repairer Minor | 18.05 |
| 09130 - Upholsterer | 19.56 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner Vehicles | 14.50*** |
| 11060 - Elevator Operator | 14.24*** |
| 11090 - Gardener | 17.67 |
| 11122 - Housekeeping Aide | 11.10*** |
| 11150 - Janitor | 11.10*** |
| 11210 - Laborer Grounds Maintenance | 14.07*** |
| 11240 - Maid or Houseman | 10.16*** |
| 11260 - Pruner | 12.74*** |
| 11270 - Tractor Operator | 16.53 |
| 11330 - Trail Maintenance Worker | 14.07*** |

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| 11360 - Window Cleaner | 12.25*** |
| 12000 - Health Occupations | |
| 12010 Ambulance Driver | 15.93 |
| 12011 - Breath Alcohol Technician | 18.45 |
| 12012 - Certified Occupational Therapist Assistant | 26.39 |
| 12015 - Certified Physical Therapist Assistant | 34.39 |
| 12020 Dental Assistant | 17.46 |
| 12025 - Dental Hygienist | 36.08 |
| 12030 - EKG Technician | 27.74 |
| 12035 - Electroneurodiagnostic Technologist | 27.74 |
| 12040 Emergency Medical Technician | 15.93 |
| 12071 - Licensed Practical Nurse I | 16.50 |
| 12072 - Licensed Practical Nurse II | 18.45 |
| 12073 - Licensed Practical Nurse III | 20.56 |
| 12100 Medical Assistant | 14.27*** |
| 12130 - Medical Laboratory Technician | 23.01 |
| 12160 - Medical Record Clerk | 14.50*** |
| 12190 - Medical Record Technician | 17.84 |
| 12195 Medical Transcriptionist | 17.33 |
| 12210 - Nuclear Medicine Technologist | 40.55 |
| 12221 - Nursing Assistant I | 11.85*** |
| 12222 - Nursing Assistant II | 13.32*** |
| 12223 Nursing Assistant III | 14.54*** |
| 12224 - Nursing Assistant IV | 16.33 |
| 12235 - Optical Dispenser | 20.57 |
| 12236 - Optical Technician | 16.50 |
| 12250 Pharmacy Technician | 16.03 |
| 12280 - Phlebotomist | 16.36 |
| 12305 - Radiologic Technologist | 24.74 |
| 12311 - Registered Nurse I | 22.68 |
| 12312 Registered Nurse II | 27.74 |
| 12313 - Registered Nurse II Specialist | 27.74 |
| 12314 - Registered Nurse III | 33.57 |
| 12315 - Registered Nurse III Anesthetist | 33.57 |
| 12316 Registered Nurse IV | 40.23 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 22.86 |
| 12320 - Substance Abuse Treatment Counselor | 15.57 |
| 13000 - Information And Arts Occupations | |
| 13011 Exhibits Specialist I | 18.77 |
| 13012 - Exhibits Specialist II | 23.25 |
| 13013 - Exhibits Specialist III | 28.44 |
| 13041 - Illustrator I | 18.77 |
| 13042 Illustrator II | 23.25 |
| 13043 - Illustrator III | 28.44 |
| 13047 - Librarian | 25.75 |
| 13050 - Library Aide/Clerk | 13.98*** |
| 13054 Library Information Technology Systems Administrator | 23.25 |
| 13058 - Library Technician | 17.88 |
| 13061 - Media Specialist I | 16.78 |
| 13062 Media Specialist II | 18.77 |
| 13063 - Media Specialist III | 20.92 |
| 13071 - Photographer I | 16.78 |
| 13072 - Photographer II | 18.77 |
| 13073 Photographer III | 23.25 |
| 13074 - Photographer IV | 28.44 |
| 13075 - Photographer V | 34.42 |
| 13090 - Technical Order Library Clerk | 18.33 |
| 13110 Video Teleconference Technician | 16.78 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 15.11 |
| 14042 - Computer Operator II | 18.05 |
| 14043 Computer Operator III | 20.10 |
| 14044 - Computer Operator IV | 21.52 |
| 14045 - Computer Operator V | 23.19 |

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| 14071 - Computer Programmer I | (see 1) | 22.90 |
| 14072 - Computer Programmer II | (see 1) | |
| 14073 - Computer Programmer III | (see 1) | |
| 14074 - Computer Programmer IV | (see 1) | |
| 14101 - Computer Systems Analyst I | (see 1) | |
| 14102 - Computer Systems Analyst II | (see 1) | |
| 14103 - Computer Systems Analyst III | (see 1) | |
| 14150 - Peripheral Equipment Operator | | 15.11 |
| 14160 - Personal Computer Support Technician | | 21.52 |
| 14170 - System Support Specialist | | 23.00 |
| 15000 - Instructional Occupations | | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | | 32.13 |
| 15020 - Aircrew Training Devices Instructor (Rated) | | 36.75 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | | 43.14 |
| 15050 - Computer Based Training Specialist / Instructor | | 32.13 |
| 15060 - Educational Technologist | | 31.69 |
| 15070 - Flight Instructor (Pilot) | | 43.14 |
| 15080 - Graphic Artist | | 20.15 |
| 15085 - Maintenance Test Pilot Fixed Jet/Prop | | 43.14 |
| 15086 - Maintenance Test Pilot Rotary Wing | | 43.14 |
| 15088 - Non-Maintenance Test/Co-Pilot | | 43.14 |
| 15090 - Technical Instructor | | 17.58 |
| 15095 - Technical Instructor/Course Developer | | 22.62 |
| 15110 - Test Proctor | | 15.19 |
| 15120 - Tutor | | 15.19 |
| 16000 - Laundry Dry-Cleaning Pressing And Related Occupations | | |
| 16010 - Assembler | | 9.51*** |
| 16030 - Counter Attendant | | 9.51*** |
| 16040 - Dry Cleaner | | 11.95*** |
| 16070 - Finisher Flatwork Machine | | 9.51*** |
| 16090 - Presser Hand | | 9.51*** |
| 16110 - Presser Machine Drycleaning | | 9.51*** |
| 16130 - Presser Machine Shirts | | 9.51*** |
| 16160 - Presser Machine Wearing Apparel Laundry | | 9.51*** |
| 16190 - Sewing Machine Operator | | 12.70*** |
| 16220 - Tailor | | 13.42*** |
| 16250 - Washer Machine | | 10.31*** |
| 19000 - Machine Tool Operation And Repair Occupations | | |
| 19010 - Machine-Tool Operator (Tool Room) | | 19.53 |
| 19040 - Tool And Die Maker | | 23.55 |
| 21000 - Materials Handling And Packing Occupations | | |
| 21020 - Forklift Operator | | 17.70 |
| 21030 - Material Coordinator | | 21.61 |
| 21040 - Material Expediter | | 21.61 |
| 21050 - Material Handling Laborer | | 14.08*** |
| 21071 - Order Filler | | 12.62*** |
| 21080 - Production Line Worker (Food Processing) | | 17.70 |
| 21110 - Shipping Packer | | 18.47 |
| 21130 - Shipping/Receiving Clerk | | 18.47 |
| 21140 - Store Worker I | | 13.28*** |
| 21150 - Stock Clerk | | 17.99 |
| 21210 - Tools And Parts Attendant | | 17.70 |
| 21410 - Warehouse Specialist | | 17.70 |
| 23000 - Mechanics And Maintenance And Repair Occupations | | |
| 23010 - Aerospace Structural Welder | | 25.04 |
| 23019 - Aircraft Logs and Records Technician | | 20.30 |
| 23021 - Aircraft Mechanic I | | 23.88 |
| 23022 - Aircraft Mechanic II | | 25.04 |
| 23023 - Aircraft Mechanic III | | 26.20 |
| 23040 - Aircraft Mechanic Helper | | 17.91 |
| 23050 - Aircraft Painter | | 22.68 |
| 23060 - Aircraft Servicer | | 20.30 |
| 23070 - Aircraft Survival Flight Equipment Technician | | 22.68 |
| 23080 - Aircraft Worker | | 21.54 |
| 23091 - Aircrew Life Support Equipment (ALSE) Mechanic | | 21.54 |

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| I | |
| 23092 - Aircrew Life Support Equipment (ALSE) Mechanic | 23.88 |
| II | |
| 23110 - Appliance Mechanic | 22.68 |
| 23120 - Bicycle Repairer | 19.15 |
| 23125 - Cable Splicer | 38.10 |
| 23130 - Carpenter Maintenance | 18.70 |
| 23140 - Carpet Layer | 21.54 |
| 23160 - Electrician Maintenance | 29.59 |
| 23181 - Electronics Technician Maintenance I | 21.54 |
| 23182 - Electronics Technician Maintenance II | 24.07 |
| 23183 - Electronics Technician Maintenance III | 27.10 |
| 23260 - Fabric Worker | 20.30 |
| 23290 - Fire Alarm System Mechanic | 23.88 |
| 23310 - Fire Extinguisher Repairer | 19.15 |
| 23311 - Fuel Distribution System Mechanic | 23.88 |
| 23312 - Fuel Distribution System Operator | 19.15 |
| 23370 - General Maintenance Worker | 19.01 |
| 23380 - Ground Support Equipment Mechanic | 23.88 |
| 23381 - Ground Support Equipment Servicer | 20.30 |
| 23382 - Ground Support Equipment Worker | 21.54 |
| 23391 - Gunsmith I | 19.15 |
| 23392 - Gunsmith II | 21.54 |
| 23393 - Gunsmith III | 23.88 |
| 23410 - Heating Ventilation And Air-Conditioning Mechanic | 17.62 |
| 23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) | 18.48 |
| 23430 - Heavy Equipment Mechanic | 19.86 |
| 23440 - Heavy Equipment Operator | 21.78 |
| 23460 - Instrument Mechanic | 23.88 |
| 23465 - Laboratory/Shelter Mechanic | 22.68 |
| 23470 - Laborer | 14.08*** |
| 23510 - Locksmith | 22.68 |
| 23530 - Machinery Maintenance Mechanic | 24.46 |
| 23550 - Machinist Maintenance | 23.19 |
| 23580 - Maintenance Trades Helper | 15.44 |
| 23591 - Metrology Technician I | 23.88 |
| 23592 - Metrology Technician II | 25.04 |
| 23593 - Metrology Technician III | 26.20 |
| 23640 - Millwright | 24.90 |
| 23710 - Office Appliance Repairer | 22.68 |
| 23760 - Painter Maintenance | 21.10 |
| 23790 - Pipefitter Maintenance | 21.76 |
| 23810 - Plumber Maintenance | 20.79 |
| 23820 - Pneudraulic Systems Mechanic | 23.88 |
| 23850 - Rigger | 23.88 |
| 23870 - Scale Mechanic | 21.54 |
| 23890 - Sheet-Metal Worker Maintenance | 18.43 |
| 23910 - Small Engine Mechanic | 18.95 |
| 23931 - Telecommunications Mechanic I | 23.88 |
| 23932 - Telecommunications Mechanic II | 25.04 |
| 23950 - Telephone Lineman | 23.88 |
| 23960 - Welder Combination Maintenance | 18.58 |
| 23965 - Well Driller | 23.88 |
| 23970 - Woodcraft Worker | 23.88 |
| 23980 - Woodworker | 19.15 |
| 24000 - Personal Needs Occupations | |
| 24550 - Case Manager | 17.18 |
| 24570 - Child Care Attendant | 10.56*** |
| 24580 - Child Care Center Clerk | 13.19*** |
| 24610 - Chore Aide | 10.88*** |
| 24620 - Family Readiness And Support Services Coordinator | 17.18 |
| 24630 - Homemaker | 17.18 |

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| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 23.88 |
| 25040 - Sewage Plant Operator | 18.21 |
| 25070 - Stationary Engineer | 23.88 |
| 25190 - Ventilation Equipment Tender | 17.91 |
| 25210 - Water Treatment Plant Operator | 18.21 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 15.82 |
| 27007 - Baggage Inspector | 15.44 |
| 27008 - Corrections Officer | 17.13 |
| 27010 - Court Security Officer | 17.74 |
| 27030 - Detection Dog Handler | 17.27 |
| 27040 - Detention Officer | 17.13 |
| 27070 - Firefighter | 17.01 |
| 27101 - Guard I | 15.44 |
| 27102 - Guard II | 17.27 |
| 27131 - Police Officer I | 19.49 |
| 27132 - Police Officer II | 21.66 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 13.46*** |
| 28042 - Carnival Equipment Repairer | 14.40*** |
| 28043 - Carnival Worker | 10.38*** |
| 28210 - Gate Attendant/Gate Tender | 17.67 |
| 28310 - Lifeguard | 11.34*** |
| 28350 - Park Attendant (Aide) | 19.77 |
| 28510 - Recreation Aide/Health Facility Attendant | 14.43*** |
| 28515 - Recreation Specialist | 23.82 |
| 28630 - Sports Official | 15.74 |
| 28690 - Swimming Pool Operator | 17.81 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 22.18 |
| 29020 - Hatch Tender | 22.18 |
| 29030 - Line Handler | 22.18 |
| 29041 - Stevedore I | 21.00 |
| 29042 - Stevedore II | 23.36 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist Center (HFO) (see 2) | 40.29 |
| 30011 - Air Traffic Control Specialist Station (HFO) (see 2) | 27.78 |
| 30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) | 30.59 |
| 30021 - Archeological Technician I | 18.24 |
| 30022 - Archeological Technician II | 20.41 |
| 30023 - Archeological Technician III | 25.28 |
| 30030 - Cartographic Technician | 25.28 |
| 30040 - Civil Engineering Technician | 23.03 |
| 30051 - Cryogenic Technician I | 28.00 |
| 30052 - Cryogenic Technician II | 30.93 |
| 30061 - Drafter/CAD Operator I | 18.24 |
| 30062 - Drafter/CAD Operator II | 20.41 |
| 30063 - Drafter/CAD Operator III | 22.75 |
| 30064 - Drafter/CAD Operator IV | 28.00 |
| 30081 - Engineering Technician I | 16.25 |
| 30082 - Engineering Technician II | 18.24 |
| 30083 - Engineering Technician III | 20.41 |
| 30084 - Engineering Technician IV | 25.28 |
| 30085 - Engineering Technician V | 30.93 |
| 30086 - Engineering Technician VI | 37.42 |
| 30090 - Environmental Technician | 25.28 |
| 30095 - Evidence Control Specialist | 25.28 |
| 30210 - Laboratory Technician | 24.03 |
| 30221 - Latent Fingerprint Technician I | 28.00 |
| 30222 - Latent Fingerprint Technician II | 30.93 |
| 30240 - Mathematical Technician | 25.28 |
| 30361 - Paralegal/Legal Assistant I | 19.94 |
| 30362 - Paralegal/Legal Assistant II | 24.70 |
| 30363 - Paralegal/Legal Assistant III | 28.99 |

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| 30364 - Paralegal/Legal Assistant IV | 36.57 |
| 30375 - Petroleum Supply Specialist | 30.93 |
| 30390 - Photo-Optics Technician | 25.28 |
| 30395 - Radiation Control Technician | 30.93 |
| 30461 - Technical Writer I | 25.28 |
| 30462 - Technical Writer II | 30.93 |
| 30463 - Technical Writer III | 37.42 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 25.60 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 30.98 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 37.13 |
| 30494 - Unexploded (UXO) Safety Escort | 25.60 |
| 30495 - Unexploded (UXO) Sweep Personnel | 25.60 |
| 30501 - Weather Forecaster I | 28.00 |
| 30502 - Weather Forecaster II | 34.06 |
| 30620 - Weather Observer Combined Upper Air Or | (see 2) 22.75 |
| Surface Programs | |
| 30621 - Weather Observer Senior | (see 2) 25.28 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31010 - Airplane Pilot | 30.98 |
| 31020 - Bus Aide | 13.26*** |
| 31030 - Bus Driver | 19.16 |
| 31043 - Driver Courier | 14.83*** |
| 31260 - Parking and Lot Attendant | 12.00*** |
| 31290 - Shuttle Bus Driver | 15.28 |
| 31310 - Taxi Driver | 13.55*** |
| 31361 - Truckdriver Light | 15.86 |
| 31362 - Truckdriver Medium | 16.81 |
| 31363 - Truckdriver Heavy | 20.34 |
| 31364 - Truckdriver Tractor-Trailer | 20.34 |
| 99000 - Miscellaneous Occupations | |
| 99020 - Cabin Safety Specialist | 15.10 |
| 99030 - Cashier | 9.45*** |
| 99050 - Desk Clerk | 12.85*** |
| 99095 - Embalmer | 30.75 |
| 99130 - Flight Follower | 25.60 |
| 99251 - Laboratory Animal Caretaker I | 12.68*** |
| 99252 - Laboratory Animal Caretaker II | 13.56*** |
| 99260 - Marketing Analyst | 24.99 |
| 99310 - Mortician | 30.75 |
| 99410 - Pest Controller | 17.00 |
| 99510 - Photofinishing Worker | 13.45*** |
| 99710 - Recycling Laborer | 15.01 |
| 99711 - Recycling Specialist | 17.64 |
| 99730 - Refuse Collector | 13.59*** |
| 99810 - Sales Clerk | 12.50*** |
| 99820 - School Crossing Guard | 14.86*** |
| 99830 - Survey Party Chief | 18.65 |
| 99831 - Surveying Aide | 12.16*** |
| 99832 - Surveying Technician | 16.73 |
| 99840 - Vending Machine Attendant | 19.27 |
| 99841 - Vending Machine Repairer | 23.18 |
| 99842 - Vending Machine Repairer Helper | 19.27 |

***Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 (\$15.00 per hour) or 13658 (\$11.25 per hour). Please see the Note at the top of the wage determination for more information. Please also note that the minimum wage requirements of Executive Order 14026 and 13658 are not currently being enforced as to contracts or contract-like instruments entered into with the federal government in connection with seasonal recreational services or seasonal recreational equipment rental for the general public on federal lands.

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.60 per hour up to 40 hours per week or \$184.00 per week or \$797.33 per month

HEALTH & WELFARE EO 13706: \$4.23 per hour up to 40 hours per week or \$169.20 per week or \$733.20 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 8 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (See 29 CFR 4.173)

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Juneteenth National Independence Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than \$27.63 (or on a salary or fee basis at a rate not less than \$455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541.400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds \$27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees

who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

**** HAZARDOUS PAY DIFFERENTIAL ****

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder.

All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary

affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However in those instances where the uniforms furnished are made of "wash and wear" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

**** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS ****

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

**** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) ****

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR 4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).
- 4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

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| "REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor | U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210 Wage Determination No.: 2015-4675 Revision No.: 16 Date Of Last Revision: 03/15/2022 |
| Daniel W. Simms Director | Division of Wage Determinations |

Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

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| If the contract is entered into on or after January 30 2022 or the contract is renewed or extended (e.g. an option is exercised) on or after January 30 2022: | With certain exceptions Executive Order 14026 applies to the contract. The contractor must pay all covered workers at least \$15.00 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in 2022. |
| If the contract was awarded on or between January 1 2015 and January 29 2022 and the contract is not renewed or extended on or after January 30 2022: | With certain exceptions Executive Order 13658 applies to the contract. The contractor must pay all covered workers at least \$11.25 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in 2022. |

The applicable Executive Order minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the Executive Orders is available at <https://www.dol.gov/agencies/whd/government-contracts>.

States: Kentucky Tennessee

Area: Kentucky Counties of Christian Trigg
 Tennessee County of Montgomery

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE | TITLE | FOOTNOTE | RATE |
|-----------------|---|----------|----------|
| 01000 | - Administrative Support And Clerical Occupations | | |
| 01011 | - Accounting Clerk I | | 14.47*** |
| 01012 | - Accounting Clerk II | | 16.24 |
| 01013 | - Accounting Clerk III | | 18.17 |
| 01020 | - Administrative Assistant | | 21.90 |
| 01035 | - Court Reporter | | 17.65 |
| 01041 | - Customer Service Representative I | | 12.56*** |
| 01042 | - Customer Service Representative II | | 14.12*** |
| 01043 | - Customer Service Representative III | | 15.40 |
| 01051 | - Data Entry Operator I | | 14.00*** |
| 01052 | - Data Entry Operator II | | 15.28 |
| 01060 | - Dispatcher Motor Vehicle | | 18.47 |
| 01070 | - Document Preparation Clerk | | 14.05*** |
| 01090 | - Duplicating Machine Operator | | 14.05*** |
| 01111 | - General Clerk I | | 13.51*** |
| 01112 | - General Clerk II | | 14.74*** |

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| 01113 - General Clerk III | 16.56 |
| 01120 - Housing Referral Assistant | 19.66 |
| 01141 - Messenger Courier | 13.08*** |
| 01191 - Order Clerk I | 14.19*** |
| 01192 - Order Clerk II | 15.48 |
| 01261 - Personnel Assistant (Employment) I | 16.68 |
| 01262 - Personnel Assistant (Employment) II | 18.65 |
| 01263 - Personnel Assistant (Employment) III | 20.79 |
| 01270 - Production Control Clerk | 24.40 |
| 01290 - Rental Clerk | 11.85*** |
| 01300 - Scheduler Maintenance | 15.77 |
| 01311 - Secretary I | 15.77 |
| 01312 - Secretary II | 17.65 |
| 01313 - Secretary III | 19.68 |
| 01320 - Service Order Dispatcher | 16.50 |
| 01410 - Supply Technician | 21.90 |
| 01420 - Survey Worker | 16.92 |
| 01460 - Switchboard Operator/Receptionist | 11.74*** |
| 01531 - Travel Clerk I | 12.84*** |
| 01532 - Travel Clerk II | 13.75*** |
| 01533 - Travel Clerk III | 14.64*** |
| 01611 - Word Processor I | 14.05*** |
| 01612 - Word Processor II | 15.77 |
| 01613 - Word Processor III | 17.65 |
| 05000 - Automotive Service Occupations | |
| 05005 - Automobile Body Repairer Fiberglass | 23.84 |
| 05010 - Automotive Electrician | 19.42 |
| 05040 - Automotive Glass Installer | 18.46 |
| 05070 - Automotive Worker | 18.46 |
| 05110 - Mobile Equipment Servicer | 16.34 |
| 05130 - Motor Equipment Metal Mechanic | 20.46 |
| 05160 - Motor Equipment Metal Worker | 18.46 |
| 05190 - Motor Vehicle Mechanic | 20.46 |
| 05220 - Motor Vehicle Mechanic Helper | 15.32 |
| 05250 - Motor Vehicle Upholstery Worker | 17.33 |
| 05280 - Motor Vehicle Wrecker | 18.46 |
| 05310 - Painter Automotive | 19.42 |
| 05340 - Radiator Repair Specialist | 18.46 |
| 05370 - Tire Repairer | 15.10 |
| 05400 - Transmission Repair Specialist | 20.46 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 14.60*** |
| 07041 - Cook I | 11.52*** |
| 07042 - Cook II | 13.01*** |
| 07070 - Dishwasher | 10.56*** |
| 07130 - Food Service Worker | 9.29*** |
| 07210 - Meat Cutter | 16.48 |
| 07260 - Waiter/Waitress | 9.05*** |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 17.71 |
| 09040 - Furniture Handler | 11.82*** |
| 09080 - Furniture Refinisher | 17.71 |
| 09090 - Furniture Refinisher Helper | 13.98*** |
| 09110 - Furniture Repairer Minor | 15.81 |
| 09130 - Upholsterer | 17.71 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner Vehicles | 11.51*** |
| 11060 - Elevator Operator | 11.51*** |
| 11090 - Gardener | 17.70 |
| 11122 - Housekeeping Aide | 11.95*** |
| 11150 - Janitor | 11.95*** |
| 11210 - Laborer Grounds Maintenance | 14.03*** |
| 11240 - Maid or Houseman | 10.83*** |
| 11260 - Pruner | 12.72*** |
| 11270 - Tractor Operator | 16.60 |

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| 11330 - Trail Maintenance Worker | 14.03*** |
| 11360 - Window Cleaner | 13.18*** |
| 12000 Health Occupations | |
| 12010 - Ambulance Driver | 14.81*** |
| 12011 - Breath Alcohol Technician | 19.02 |
| 12012 - Certified Occupational Therapist Assistant | 26.32 |
| 12015 - Certified Physical Therapist Assistant | 28.24 |
| 12020 - Dental Assistant | 18.46 |
| 12025 - Dental Hygienist | 33.84 |
| 12030 - EKG Technician | 28.82 |
| 12035 - Electroneurodiagnostic Technologist | 28.82 |
| 12040 - Emergency Medical Technician | 14.81*** |
| 12071 - Licensed Practical Nurse I | 17.01 |
| 12072 - Licensed Practical Nurse II | 19.02 |
| 12073 - Licensed Practical Nurse III | 21.20 |
| 12100 - Medical Assistant | 14.67*** |
| 12130 - Medical Laboratory Technician | 25.85 |
| 12160 - Medical Record Clerk | 16.08 |
| 12190 - Medical Record Technician | 17.98 |
| 12195 - Medical Transcriptionist | 17.34 |
| 12210 - Nuclear Medicine Technologist | 41.80 |
| 12221 - Nursing Assistant I | 11.42*** |
| 12222 - Nursing Assistant II | 12.83*** |
| 12223 - Nursing Assistant III | 14.00*** |
| 12224 - Nursing Assistant IV | 15.73 |
| 12235 - Optical Dispenser | 18.59 |
| 12236 - Optical Technician | 17.01 |
| 12250 - Pharmacy Technician | 17.29 |
| 12280 - Phlebotomist | 14.39*** |
| 12305 - Radiologic Technologist | 24.97 |
| 12311 - Registered Nurse I | 24.07 |
| 12312 - Registered Nurse II | 29.44 |
| 12313 - Registered Nurse II Specialist | 29.44 |
| 12314 - Registered Nurse III | 35.61 |
| 12315 - Registered Nurse III Anesthetist | 35.61 |
| 12316 - Registered Nurse IV | 42.69 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 23.56 |
| 12320 - Substance Abuse Treatment Counselor | 21.45 |
| 13000 Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 26.23 |
| 13012 - Exhibits Specialist II | 32.49 |
| 13013 - Exhibits Specialist III | 39.74 |
| 13041 - Illustrator I | 26.23 |
| 13042 - Illustrator II | 32.49 |
| 13043 - Illustrator III | 39.74 |
| 13047 - Librarian | 35.98 |
| 13050 - Library Aide/Clerk | 13.75*** |
| 13054 - Library Information Technology Systems Administrator | 32.49 |
| 13058 - Library Technician | 16.30 |
| 13061 - Media Specialist I | 23.45 |
| 13062 - Media Specialist II | 26.23 |
| 13063 - Media Specialist III | 29.24 |
| 13071 - Photographer I | 23.45 |
| 13072 - Photographer II | 26.23 |
| 13073 - Photographer III | 32.49 |
| 13074 - Photographer IV | 37.36 |
| 13075 - Photographer V | 40.54 |
| 13090 - Technical Order Library Clerk | 17.41 |
| 13110 - Video Teleconference Technician | 18.26 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 15.54 |
| 14042 - Computer Operator II | 17.61 |
| 14043 - Computer Operator III | 19.64 |
| 14044 - Computer Operator IV | 21.82 |

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| 14045 - Computer Operator V | 24.18 |
| 14071 - Computer Programmer I | (see 1) 20.94 |
| 14072 - Computer Programmer II | (see 1) 25.96 |
| 14073 - Computer Programmer III | (see 1) |
| 14074 - Computer Programmer IV | (see 1) |
| 14101 - Computer Systems Analyst I | (see 1) |
| 14102 - Computer Systems Analyst II | (see 1) |
| 14103 - Computer Systems Analyst III | (see 1) |
| 14150 - Peripheral Equipment Operator | 15.54 |
| 14160 - Personal Computer Support Technician | 24.18 |
| 14170 - System Support Specialist | 32.86 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 29.95 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 36.23 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 43.24 |
| 15050 - Computer Based Training Specialist / Instructor | 29.95 |
| 15060 - Educational Technologist | 36.18 |
| 15070 - Flight Instructor (Pilot) | 43.24 |
| 15080 - Graphic Artist | 20.93 |
| 15085 - Maintenance Test Pilot Fixed Jet/Prop | 43.24 |
| 15086 - Maintenance Test Pilot Rotary Wing | 43.24 |
| 15088 - Non-Maintenance Test/Co-Pilot | 43.24 |
| 15090 - Technical Instructor | 19.97 |
| 15095 - Technical Instructor/Course Developer | 24.43 |
| 15110 - Test Proctor | 16.13 |
| 15120 - Tutor | 16.13 |
| 16000 - Laundry Dry-Cleaning Pressing And Related Occupations | |
| 16010 - Assembler | 9.62*** |
| 16030 - Counter Attendant | 9.62*** |
| 16040 - Dry Cleaner | 11.66*** |
| 16070 - Finisher Flatwork Machine | 9.62*** |
| 16090 - Presser Hand | 9.62*** |
| 16110 - Presser Machine Drycleaning | 9.62*** |
| 16130 - Presser Machine Shirts | 9.62*** |
| 16160 - Presser Machine Wearing Apparel Laundry | 9.62*** |
| 16190 - Sewing Machine Operator | 12.41*** |
| 16220 - Tailor | 13.09*** |
| 16250 - Washer Machine | 10.42*** |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 22.68 |
| 19040 - Tool And Die Maker | 27.63 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 18.44 |
| 21030 - Material Coordinator | 24.40 |
| 21040 - Material Expediter | 24.40 |
| 21050 - Material Handling Laborer | 14.65*** |
| 21071 - Order Filler | 12.01*** |
| 21080 - Production Line Worker (Food Processing) | 18.44 |
| 21110 - Shipping Packer | 17.37 |
| 21130 - Shipping/Receiving Clerk | 17.37 |
| 21140 - Store Worker I | 13.37*** |
| 21150 - Stock Clerk | 18.09 |
| 21210 - Tools And Parts Attendant | 18.44 |
| 21410 - Warehouse Specialist | 18.44 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 27.46 |
| 23019 - Aircraft Logs and Records Technician | 22.09 |
| 23021 - Aircraft Mechanic I | 26.08 |
| 23022 - Aircraft Mechanic II | 27.46 |
| 23023 - Aircraft Mechanic III | 28.74 |
| 23040 - Aircraft Mechanic Helper | 19.51 |
| 23050 - Aircraft Painter | 24.75 |
| 23060 - Aircraft Servicer | 22.09 |
| 23070 - Aircraft Survival Flight Equipment Technician | 24.75 |
| 23080 - Aircraft Worker | 23.52 |

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| 23091 - Aircrew Life Support Equipment (ALSE) Mechanic I | 23.52 |
| 23092 - Aircrew Life Support Equipment (ALSE) Mechanic II | 26.08 |
| 23110 - Appliance Mechanic | 21.74 |
| 23120 - Bicycle Repairer | 18.31 |
| 23125 - Cable Splicer | 36.00 |
| 23130 - Carpenter Maintenance | 19.26 |
| 23140 - Carpet Layer | 20.68 |
| 23160 - Electrician Maintenance | 23.65 |
| 23181 - Electronics Technician Maintenance I | 27.27 |
| 23182 - Electronics Technician Maintenance II | 28.68 |
| 23183 - Electronics Technician Maintenance III | 30.22 |
| 23260 - Fabric Worker | 19.41 |
| 23290 - Fire Alarm System Mechanic | 22.00 |
| 23310 - Fire Extinguisher Repairer | 18.31 |
| 23311 - Fuel Distribution System Mechanic | 22.91 |
| 23312 - Fuel Distribution System Operator | 19.33 |
| 23370 - General Maintenance Worker | 20.51 |
| 23380 - Ground Support Equipment Mechanic | 26.08 |
| 23381 - Ground Support Equipment Servicer | 22.09 |
| 23382 - Ground Support Equipment Worker | 23.52 |
| 23391 - Gunsmith I | 18.31 |
| 23392 - Gunsmith II | 20.68 |
| 23393 - Gunsmith III | 22.91 |
| 23410 - Heating Ventilation And Air-Conditioning Mechanic | 20.02 |
| 23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) | 21.11 |
| 23430 - Heavy Equipment Mechanic | 21.29 |
| 23440 - Heavy Equipment Operator | 19.81 |
| 23460 - Instrument Mechanic | 22.91 |
| 23465 - Laboratory/Shelter Mechanic | 21.74 |
| 23470 - Laborer | 14.65*** |
| 23510 - Locksmith | 21.74 |
| 23530 - Machinery Maintenance Mechanic | 24.97 |
| 23550 - Machinist Maintenance | 21.15 |
| 23580 - Maintenance Trades Helper | 17.16 |
| 23591 - Metrology Technician I | 22.91 |
| 23592 - Metrology Technician II | 24.16 |
| 23593 - Metrology Technician III | 25.42 |
| 23640 - Millwright | 23.03 |
| 23710 - Office Appliance Repairer | 21.74 |
| 23760 - Painter Maintenance | 16.43 |
| 23790 - Pipefitter Maintenance | 24.96 |
| 23810 - Plumber Maintenance | 23.68 |
| 23820 - Pneudraulic Systems Mechanic | 22.91 |
| 23850 - Rigger | 22.91 |
| 23870 - Scale Mechanic | 20.68 |
| 23890 - Sheet-Metal Worker Maintenance | 22.43 |
| 23910 - Small Engine Mechanic | 20.68 |
| 23931 - Telecommunications Mechanic I | 26.24 |
| 23932 - Telecommunications Mechanic II | 27.52 |
| 23950 - Telephone Lineman | 23.48 |
| 23960 - Welder Combination Maintenance | 22.43 |
| 23965 - Well Driller | 24.67 |
| 23970 - Woodcraft Worker | 22.91 |
| 23980 - Woodworker | 18.31 |
| 24000 - Personal Needs Occupations | |
| 24550 - Case Manager | 16.44 |
| 24570 - Child Care Attendant | 9.41*** |
| 24580 - Child Care Center Clerk | 13.01*** |
| 24610 - Chore Aide | 10.69*** |
| 24620 - Family Readiness And Support Services Coordinator | 16.44 |

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| 24630 - Homemaker | 16.44 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 22.91 |
| 25040 - Sewage Plant Operator | 18.03 |
| 25070 - Stationary Engineer | 22.91 |
| 25190 - Ventilation Equipment Tender | 17.16 |
| 25210 - Water Treatment Plant Operator | 18.03 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 18.00 |
| 27007 - Baggage Inspector | 15.36 |
| 27008 - Corrections Officer | 20.58 |
| 27010 - Court Security Officer | 20.58 |
| 27030 - Detection Dog Handler | 17.33 |
| 27040 - Detention Officer | 20.58 |
| 27070 - Firefighter | 20.58 |
| 27101 - Guard I | 15.36 |
| 27102 - Guard II | 17.33 |
| 27131 - Police Officer I | 20.10 |
| 27132 - Police Officer II | 22.33 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 13.33*** |
| 28042 - Carnival Equipment Repairer | 14.17*** |
| 28043 - Carnival Worker | 9.87*** |
| 28210 - Gate Attendant/Gate Tender | 13.60*** |
| 28310 - Lifeguard | 12.91*** |
| 28350 - Park Attendant (Aide) | 15.66 |
| 28510 - Recreation Aide/Health Facility Attendant | 11.10*** |
| 28515 - Recreation Specialist | 16.45 |
| 28630 - Sports Official | 12.47*** |
| 28690 - Swimming Pool Operator | 16.81 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 20.68 |
| 29020 - Hatch Tender | 20.68 |
| 29030 - Line Handler | 20.68 |
| 29041 - Stevedore I | 19.41 |
| 29042 - Stevedore II | 21.74 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist Center (HFO) (see 2) | 40.29 |
| 30011 - Air Traffic Control Specialist Station (HFO) (see 2) | 27.78 |
| 30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) | 30.59 |
| 30021 - Archeological Technician I | 17.66 |
| 30022 - Archeological Technician II | 19.75 |
| 30023 - Archeological Technician III | 24.48 |
| 30030 - Cartographic Technician | 24.48 |
| 30040 - Civil Engineering Technician | 24.86 |
| 30051 - Cryogenic Technician I | 26.26 |
| 30052 - Cryogenic Technician II | 29.01 |
| 30061 - Drafter/CAD Operator I | 17.66 |
| 30062 - Drafter/CAD Operator II | 19.75 |
| 30063 - Drafter/CAD Operator III | 22.03 |
| 30064 - Drafter/CAD Operator IV | 27.10 |
| 30081 - Engineering Technician I | 15.52 |
| 30082 - Engineering Technician II | 17.41 |
| 30083 - Engineering Technician III | 19.48 |
| 30084 - Engineering Technician IV | 24.14 |
| 30085 - Engineering Technician V | 29.66 |
| 30086 - Engineering Technician VI | 35.90 |
| 30090 - Environmental Technician | 23.35 |
| 30095 - Evidence Control Specialist | 23.71 |
| 30210 - Laboratory Technician | 21.43 |
| 30221 - Latent Fingerprint Technician I | 26.26 |
| 30222 - Latent Fingerprint Technician II | 29.01 |
| 30240 - Mathematical Technician | 24.48 |
| 30361 - Paralegal/Legal Assistant I | 18.18 |
| 30362 - Paralegal/Legal Assistant II | 22.52 |

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| 30363 - Paralegal/Legal Assistant III | 27.55 |
| 30364 - Paralegal/Legal Assistant IV | 33.34 |
| 30375 - Petroleum Supply Specialist | 29.01 |
| 30390 - Photo-Optics Technician | 24.48 |
| 30395 - Radiation Control Technician | 29.01 |
| 30461 - Technical Writer I | 24.48 |
| 30462 - Technical Writer II | 29.45 |
| 30463 - Technical Writer III | 35.10 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 25.60 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 30.98 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 37.13 |
| 30494 - Unexploded (UXO) Safety Escort | 25.60 |
| 30495 - Unexploded (UXO) Sweep Personnel | 25.60 |
| 30501 - Weather Forecaster I | 26.26 |
| 30502 - Weather Forecaster II | 31.95 |
| 30620 - Weather Observer Combined Upper Air Or Surface Programs | (see 2) 22.03 |
| 30621 - Weather Observer Senior | (see 2) 24.48 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31010 - Airplane Pilot | 30.98 |
| 31020 - Bus Aide | 13.21*** |
| 31030 - Bus Driver | 17.68 |
| 31043 - Driver Courier | 13.60*** |
| 31260 - Parking and Lot Attendant | 11.98*** |
| 31290 - Shuttle Bus Driver | 14.53*** |
| 31310 - Taxi Driver | 14.10*** |
| 31361 - Truckdriver Light | 14.53*** |
| 31362 - Truckdriver Medium | 15.48 |
| 31363 - Truckdriver Heavy | 19.59 |
| 31364 - Truckdriver Tractor-Trailer | 19.59 |
| 99000 - Miscellaneous Occupations | |
| 99020 - Cabin Safety Specialist | 15.10 |
| 99030 - Cashier | 10.49*** |
| 99050 - Desk Clerk | 10.78*** |
| 99095 - Embalmer | 25.60 |
| 99130 - Flight Follower | 25.60 |
| 99251 - Laboratory Animal Caretaker I | 11.54*** |
| 99252 - Laboratory Animal Caretaker II | 12.31*** |
| 99260 - Marketing Analyst | 24.65 |
| 99310 - Mortician | 25.60 |
| 99410 - Pest Controller | 19.60 |
| 99510 - Photofinishing Worker | 13.45*** |
| 99710 - Recycling Laborer | 15.05 |
| 99711 - Recycling Specialist | 17.80 |
| 99730 - Refuse Collector | 13.65*** |
| 99810 - Sales Clerk | 11.20*** |
| 99820 - School Crossing Guard | 14.97*** |
| 99830 - Survey Party Chief | 19.56 |
| 99831 - Surveying Aide | 11.62*** |
| 99832 - Surveying Technician | 17.78 |
| 99840 - Vending Machine Attendant | 19.15 |
| 99841 - Vending Machine Repairer | 22.72 |
| 99842 - Vending Machine Repairer Helper | 19.15 |

***Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 (\$15.00 per hour) or 13658 (\$11.25 per hour). Please see the Note at the top of the wage determination for more information. Please also note that the minimum wage requirements of Executive Order 14026 and 13658 are not currently being enforced as to contracts or contract-like instruments entered into with the federal government in connection with seasonal recreational services or seasonal recreational equipment rental for the general public on federal lands.

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.60 per hour up to 40 hours per week or \$184.00 per week or \$797.33 per month

HEALTH & WELFARE EO 13706: \$4.23 per hour up to 40 hours per week or \$169.20 per week or \$733.20 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 8 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (See 29 CFR 4.173)

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Juneteenth National Independence Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than \$27.63 (or on a salary or fee basis at a rate not less than \$455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541.400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds \$27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer

professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

**** HAZARDOUS PAY DIFFERENTIAL ****

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining

agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

**** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS ****

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

**** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) ****

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR 4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).
- 4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour Division's decision to the

contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

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| "REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor | | U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210 |
| Daniel W. Simms Director | | Wage Determination No.: 2015-5233 Revision No.: 21 Date Of Last Revision: 03/15/2022 |

Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

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| If the contract is entered into on or after January 30 2022 or the contract is renewed or extended (e.g. an option is exercised) on or after January 30 2022: | With certain exceptions Executive Order 14026 applies to the contract. The contractor must pay all covered workers at least \$15.00 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in 2022. |
| If the contract was awarded on or between January 1 2015 and January 29 2022 and the contract is not renewed or extended on or after January 30 2022: | With certain exceptions Executive Order 13658 applies to the contract. The contractor must pay all covered workers at least \$11.25 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in 2022. |

The applicable Executive Order minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the Executive Orders is available at <https://www.dol.gov/agencies/whd/government-contracts>.

State: Texas

Area: Texas Counties of Austin Brazoria Chambers Fort Bend Galveston
Harris Liberty Montgomery Waller

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE | TITLE | FOOTNOTE | RATE |
|---|---------------------------------------|----------|----------|
| 01000 - Administrative Support And Clerical Occupations | | | |
| 01011 | - Accounting Clerk I | | 16.94 |
| 01012 | - Accounting Clerk II | | 19.03 |
| 01013 | - Accounting Clerk III | | 21.28 |
| 01020 | - Administrative Assistant | | 31.14 |
| 01035 | - Court Reporter | | 29.01 |
| 01041 | - Customer Service Representative I | | 14.38*** |
| 01042 | - Customer Service Representative II | | 16.17 |
| 01043 | - Customer Service Representative III | | 17.64 |
| 01051 | - Data Entry Operator I | | 15.20 |
| 01052 | - Data Entry Operator II | | 16.59 |
| 01060 | - Dispatcher Motor Vehicle | | 19.42 |
| 01070 | - Document Preparation Clerk | | 16.79 |
| 01090 | - Duplicating Machine Operator | | 16.79 |
| 01111 | - General Clerk I | | 15.32 |
| 01112 | - General Clerk II | | 16.72 |

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| 01113 - General Clerk III | 18.78 |
| 01120 - Housing Referral Assistant | 23.07 |
| 01141 - Messenger Courier | 14.48*** |
| 01191 - Order Clerk I | 18.00 |
| 01192 - Order Clerk II | 19.90 |
| 01261 - Personnel Assistant (Employment) I | 17.62 |
| 01262 - Personnel Assistant (Employment) II | 19.72 |
| 01263 - Personnel Assistant (Employment) III | 21.97 |
| 01270 - Production Control Clerk | 23.68 |
| 01290 - Rental Clerk | 15.65 |
| 01300 - Scheduler Maintenance | 18.51 |
| 01311 - Secretary I | 18.51 |
| 01312 - Secretary II | 20.70 |
| 01313 - Secretary III | 23.07 |
| 01320 - Service Order Dispatcher | 17.36 |
| 01410 - Supply Technician | 31.14 |
| 01420 - Survey Worker | 17.79 |
| 01460 - Switchboard Operator/Receptionist | 14.08*** |
| 01531 - Travel Clerk I | 15.24 |
| 01532 - Travel Clerk II | 16.46 |
| 01533 - Travel Clerk III | 17.59 |
| 01611 - Word Processor I | 16.54 |
| 01612 - Word Processor II | 18.58 |
| 01613 - Word Processor III | 20.78 |
| 05000 - Automotive Service Occupations | |
| 05005 - Automobile Body Repairer Fiberglass | 25.76 |
| 05010 - Automotive Electrician | 23.79 |
| 05040 - Automotive Glass Installer | 21.96 |
| 05070 - Automotive Worker | 21.96 |
| 05110 - Mobile Equipment Servicer | 20.23 |
| 05130 - Motor Equipment Metal Mechanic | 25.96 |
| 05160 - Motor Equipment Metal Worker | 21.96 |
| 05190 - Motor Vehicle Mechanic | 25.76 |
| 05220 - Motor Vehicle Mechanic Helper | 19.40 |
| 05250 - Motor Vehicle Upholstery Worker | 20.83 |
| 05280 - Motor Vehicle Wrecker | 21.96 |
| 05310 - Painter Automotive | 23.79 |
| 05340 - Radiator Repair Specialist | 22.88 |
| 05370 - Tire Repairer | 14.40*** |
| 05400 - Transmission Repair Specialist | 25.76 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 11.82*** |
| 07041 - Cook I | 12.08*** |
| 07042 - Cook II | 14.02*** |
| 07070 - Dishwasher | 10.73*** |
| 07130 - Food Service Worker | 11.78*** |
| 07210 - Meat Cutter | 12.91*** |
| 07260 - Waiter/Waitress | 9.79*** |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 18.32 |
| 09040 - Furniture Handler | 11.95*** |
| 09080 - Furniture Refinisher | 17.70 |
| 09090 - Furniture Refinisher Helper | 14.58*** |
| 09110 - Furniture Repairer Minor | 16.82 |
| 09130 - Upholsterer | 18.32 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner Vehicles | 12.27*** |
| 11060 - Elevator Operator | 11.73*** |
| 11090 - Gardener | 19.17 |
| 11122 - Housekeeping Aide | 11.73*** |
| 11150 - Janitor | 11.73*** |
| 11210 - Laborer Grounds Maintenance | 14.42*** |
| 11240 - Maid or Houseman | 10.99*** |
| 11260 - Pruner | 12.87*** |
| 11270 - Tractor Operator | 17.59 |

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| 11330 - Trail Maintenance Worker | 14.42*** |
| 11360 - Window Cleaner | 13.14*** |
| 12000 Health Occupations | |
| 12010 - Ambulance Driver | 17.88 |
| 12011 - Breath Alcohol Technician | 21.16 |
| 12012 - Certified Occupational Therapist Assistant | 36.69 |
| 12015 - Certified Physical Therapist Assistant | 35.61 |
| 12020 - Dental Assistant | 18.12 |
| 12025 - Dental Hygienist | 37.43 |
| 12030 - EKG Technician | 26.09 |
| 12035 - Electroneurodiagnostic Technologist | 26.09 |
| 12040 - Emergency Medical Technician | 17.88 |
| 12071 - Licensed Practical Nurse I | 19.05 |
| 12072 - Licensed Practical Nurse II | 21.32 |
| 12073 - Licensed Practical Nurse III | 23.76 |
| 12100 - Medical Assistant | 16.57 |
| 12130 - Medical Laboratory Technician | 25.95 |
| 12160 - Medical Record Clerk | 18.41 |
| 12190 - Medical Record Technician | 20.60 |
| 12195 - Medical Transcriptionist | 20.81 |
| 12210 - Nuclear Medicine Technologist | 39.75 |
| 12221 - Nursing Assistant I | 13.71*** |
| 12222 - Nursing Assistant II | 15.41 |
| 12223 - Nursing Assistant III | 16.81 |
| 12224 - Nursing Assistant IV | 18.88 |
| 12235 - Optical Dispenser | 18.31 |
| 12236 - Optical Technician | 16.82 |
| 12250 - Pharmacy Technician | 19.18 |
| 12280 - Phlebotomist | 17.46 |
| 12305 - Radiologic Technologist | 31.62 |
| 12311 - Registered Nurse I | 30.36 |
| 12312 - Registered Nurse II | 38.37 |
| 12313 - Registered Nurse II Specialist | 38.37 |
| 12314 - Registered Nurse III | 44.91 |
| 12315 - Registered Nurse III Anesthetist | 44.91 |
| 12316 - Registered Nurse IV | 53.84 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 26.21 |
| 12320 - Substance Abuse Treatment Counselor | 25.36 |
| 13000 Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 22.02 |
| 13012 - Exhibits Specialist II | 27.28 |
| 13013 - Exhibits Specialist III | 33.37 |
| 13041 - Illustrator I | 23.50 |
| 13042 - Illustrator II | 29.11 |
| 13043 - Illustrator III | 35.61 |
| 13047 - Librarian | 29.97 |
| 13050 - Library Aide/Clerk | 13.23*** |
| 13054 - Library Information Technology Systems Administrator | 27.06 |
| 13058 - Library Technician | 16.48 |
| 13061 - Media Specialist I | 19.54 |
| 13062 - Media Specialist II | 21.84 |
| 13063 - Media Specialist III | 24.35 |
| 13071 - Photographer I | 18.96 |
| 13072 - Photographer II | 21.20 |
| 13073 - Photographer III | 26.27 |
| 13074 - Photographer IV | 32.13 |
| 13075 - Photographer V | 38.87 |
| 13090 - Technical Order Library Clerk | 16.62 |
| 13110 - Video Teleconference Technician | 21.82 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 20.35 |
| 14042 - Computer Operator II | 22.78 |
| 14043 - Computer Operator III | 25.39 |
| 14044 - Computer Operator IV | 28.21 |

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| 14045 - Computer Operator V | 31.25 |
| 14071 - Computer Programmer I | (see 1) 27.71 |
| 14072 - Computer Programmer II | (see 1) |
| 14073 - Computer Programmer III | (see 1) |
| 14074 - Computer Programmer IV | (see 1) |
| 14101 - Computer Systems Analyst I | (see 1) |
| 14102 - Computer Systems Analyst II | (see 1) |
| 14103 - Computer Systems Analyst III | (see 1) |
| 14150 - Peripheral Equipment Operator | 20.35 |
| 14160 - Personal Computer Support Technician | 28.21 |
| 14170 - System Support Specialist | 37.07 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 38.33 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 46.39 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 55.59 |
| 15050 - Computer Based Training Specialist / Instructor | 38.33 |
| 15060 - Educational Technologist | 34.80 |
| 15070 - Flight Instructor (Pilot) | 55.59 |
| 15080 - Graphic Artist | 26.72 |
| 15085 - Maintenance Test Pilot Fixed Jet/Prop | 55.59 |
| 15086 - Maintenance Test Pilot Rotary Wing | 55.59 |
| 15088 - Non-Maintenance Test/Co-Pilot | 55.59 |
| 15090 - Technical Instructor | 27.50 |
| 15095 - Technical Instructor/Course Developer | 33.64 |
| 15110 - Test Proctor | 22.20 |
| 15120 - Tutor | 22.20 |
| 16000 - Laundry Dry-Cleaning Pressing And Related Occupations | |
| 16010 - Assembler | 10.88*** |
| 16030 - Counter Attendant | 10.88*** |
| 16040 - Dry Cleaner | 13.96*** |
| 16070 - Finisher Flatwork Machine | 10.88*** |
| 16090 - Presser Hand | 10.88*** |
| 16110 - Presser Machine Drycleaning | 10.88*** |
| 16130 - Presser Machine Shirts | 10.88*** |
| 16160 - Presser Machine Wearing Apparel Laundry | 10.88*** |
| 16190 - Sewing Machine Operator | 14.76*** |
| 16220 - Tailor | 15.89 |
| 16250 - Washer Machine | 11.92*** |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 23.16 |
| 19040 - Tool And Die Maker | 27.74 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 18.42 |
| 21030 - Material Coordinator | 23.68 |
| 21040 - Material Expediter | 23.68 |
| 21050 - Material Handling Laborer | 14.40*** |
| 21071 - Order Filler | 13.80*** |
| 21080 - Production Line Worker (Food Processing) | 18.42 |
| 21110 - Shipping Packer | 17.42 |
| 21130 - Shipping/Receiving Clerk | 17.42 |
| 21140 - Store Worker I | 13.31*** |
| 21150 - Stock Clerk | 18.82 |
| 21210 - Tools And Parts Attendant | 18.42 |
| 21410 - Warehouse Specialist | 18.42 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 34.35 |
| 23019 - Aircraft Logs and Records Technician | 27.09 |
| 23021 - Aircraft Mechanic I | 32.91 |
| 23022 - Aircraft Mechanic II | 34.35 |
| 23023 - Aircraft Mechanic III | 35.83 |
| 23040 - Aircraft Mechanic Helper | 23.00 |
| 23050 - Aircraft Painter | 31.11 |
| 23060 - Aircraft Servicer | 27.09 |
| 23070 - Aircraft Survival Flight Equipment Technician | 31.11 |
| 23080 - Aircraft Worker | 29.10 |

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| 23091 - Aircrew Life Support Equipment (ALSE) Mechanic I | 29.10 |
| 23092 - Aircrew Life Support Equipment (ALSE) Mechanic II | 32.91 |
| 23110 - Appliance Mechanic | 21.10 |
| 23120 - Bicycle Repairer | 19.72 |
| 23125 - Cable Splicer | 29.54 |
| 23130 - Carpenter Maintenance | 21.65 |
| 23140 - Carpet Layer | 20.97 |
| 23160 - Electrician Maintenance | 27.52 |
| 23181 - Electronics Technician Maintenance I | 26.60 |
| 23182 - Electronics Technician Maintenance II | 28.45 |
| 23183 - Electronics Technician Maintenance III | 30.10 |
| 23260 - Fabric Worker | 21.55 |
| 23290 - Fire Alarm System Mechanic | 24.70 |
| 23310 - Fire Extinguisher Repairer | 19.94 |
| 23311 - Fuel Distribution System Mechanic | 21.14 |
| 23312 - Fuel Distribution System Operator | 16.99 |
| 23370 - General Maintenance Worker | 20.12 |
| 23380 - Ground Support Equipment Mechanic | 32.91 |
| 23381 - Ground Support Equipment Servicer | 27.09 |
| 23382 - Ground Support Equipment Worker | 29.10 |
| 23391 - Gunsmith I | 19.94 |
| 23392 - Gunsmith II | 23.14 |
| 23393 - Gunsmith III | 26.18 |
| 23410 - Heating Ventilation And Air-Conditioning Mechanic | 24.94 |
| 23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) | 26.03 |
| 23430 - Heavy Equipment Mechanic | 24.73 |
| 23440 - Heavy Equipment Operator | 22.81 |
| 23460 - Instrument Mechanic | 32.06 |
| 23465 - Laboratory/Shelter Mechanic | 24.75 |
| 23470 - Laborer | 14.40*** |
| 23510 - Locksmith | 23.53 |
| 23530 - Machinery Maintenance Mechanic | 30.27 |
| 23550 - Machinist Maintenance | 24.02 |
| 23580 - Maintenance Trades Helper | 14.94*** |
| 23591 - Metrology Technician I | 32.06 |
| 23592 - Metrology Technician II | 33.46 |
| 23593 - Metrology Technician III | 34.90 |
| 23640 - Millwright | 26.77 |
| 23710 - Office Appliance Repairer | 18.99 |
| 23760 - Painter Maintenance | 18.99 |
| 23790 - Pipefitter Maintenance | 28.71 |
| 23810 - Plumber Maintenance | 27.14 |
| 23820 - Pneudraulic Systems Mechanic | 26.18 |
| 23850 - Rigger | 25.11 |
| 23870 - Scale Mechanic | 23.14 |
| 23890 - Sheet-Metal Worker Maintenance | 22.06 |
| 23910 - Small Engine Mechanic | 20.14 |
| 23931 - Telecommunications Mechanic I | 28.09 |
| 23932 - Telecommunications Mechanic II | 29.33 |
| 23950 - Telephone Lineman | 37.37 |
| 23960 - Welder Combination Maintenance | 23.29 |
| 23965 - Well Driller | 26.18 |
| 23970 - Woodcraft Worker | 26.18 |
| 23980 - Woodworker | 19.94 |
| 24000 - Personal Needs Occupations | |
| 24550 - Case Manager | 18.52 |
| 24570 - Child Care Attendant | 10.68*** |
| 24580 - Child Care Center Clerk | 13.48*** |
| 24610 - Chore Aide | 9.75*** |
| 24620 - Family Readiness And Support Services Coordinator | 18.52 |

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| 24630 - Homemaker | 18.52 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 22.20 |
| 25040 - Sewage Plant Operator | 21.34 |
| 25070 - Stationary Engineer | 22.20 |
| 25190 - Ventilation Equipment Tender | 14.81*** |
| 25210 - Water Treatment Plant Operator | 21.34 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 20.96 |
| 27007 - Baggage Inspector | 13.57*** |
| 27008 - Corrections Officer | 21.34 |
| 27010 - Court Security Officer | 23.95 |
| 27030 - Detection Dog Handler | 17.90 |
| 27040 - Detention Officer | 21.34 |
| 27070 - Firefighter | 26.57 |
| 27101 - Guard I | 13.57*** |
| 27102 - Guard II | 17.90 |
| 27131 - Police Officer I | 28.75 |
| 27132 - Police Officer II | 31.94 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 13.02*** |
| 28042 - Carnival Equipment Repairer | 14.19*** |
| 28043 - Carnival Worker | 9.53*** |
| 28210 - Gate Attendant/Gate Tender | 14.59*** |
| 28310 - Lifeguard | 12.38*** |
| 28350 - Park Attendant (Aide) | 16.33 |
| 28510 - Recreation Aide/Health Facility Attendant | 11.92*** |
| 28515 - Recreation Specialist | 20.23 |
| 28630 - Sports Official | 13.01*** |
| 28690 - Swimming Pool Operator | 17.44 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 28.56 |
| 29020 - Hatch Tender | 28.56 |
| 29030 - Line Handler | 28.56 |
| 29041 - Stevedore I | 26.59 |
| 29042 - Stevedore II | 30.55 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist Center (HFO) (see 2) | 46.32 |
| 30011 - Air Traffic Control Specialist Station (HFO) (see 2) | 31.94 |
| 30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) | 35.18 |
| 30021 - Archeological Technician I | 21.56 |
| 30022 - Archeological Technician II | 25.47 |
| 30023 - Archeological Technician III | 30.62 |
| 30030 - Cartographic Technician | 30.62 |
| 30040 - Civil Engineering Technician | 30.03 |
| 30051 - Cryogenic Technician I | 28.13 |
| 30052 - Cryogenic Technician II | 31.07 |
| 30061 - Drafter/CAD Operator I | 21.56 |
| 30062 - Drafter/CAD Operator II | 24.71 |
| 30063 - Drafter/CAD Operator III | 27.56 |
| 30064 - Drafter/CAD Operator IV | 33.10 |
| 30081 - Engineering Technician I | 20.02 |
| 30082 - Engineering Technician II | 22.48 |
| 30083 - Engineering Technician III | 25.15 |
| 30084 - Engineering Technician IV | 31.09 |
| 30085 - Engineering Technician V | 38.65 |
| 30086 - Engineering Technician VI | 46.10 |
| 30090 - Environmental Technician | 29.96 |
| 30095 - Evidence Control Specialist | 25.40 |
| 30210 - Laboratory Technician | 30.91 |
| 30221 - Latent Fingerprint Technician I | 28.86 |
| 30222 - Latent Fingerprint Technician II | 31.88 |
| 30240 - Mathematical Technician | 40.76 |
| 30361 - Paralegal/Legal Assistant I | 23.05 |
| 30362 - Paralegal/Legal Assistant II | 28.56 |

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| 30363 - Paralegal/Legal Assistant III | 34.93 |
| 30364 - Paralegal/Legal Assistant IV | 42.27 |
| 30375 - Petroleum Supply Specialist | 31.07 |
| 30390 - Photo-Optics Technician | 30.62 |
| 30395 - Radiation Control Technician | 31.07 |
| 30461 - Technical Writer I | 26.27 |
| 30462 - Technical Writer II | 32.12 |
| 30463 - Technical Writer III | 38.86 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 29.44 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 35.62 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 42.69 |
| 30494 - Unexploded (UXO) Safety Escort | 29.44 |
| 30495 - Unexploded (UXO) Sweep Personnel | 29.44 |
| 30501 - Weather Forecaster I | 29.63 |
| 30502 - Weather Forecaster II | 36.05 |
| 30620 - Weather Observer Combined Upper Air Or Surface Programs | (see 2) 27.56 |
| 30621 - Weather Observer Senior | (see 2) 30.48 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31010 - Airplane Pilot | 35.62 |
| 31020 - Bus Aide | 14.91*** |
| 31030 - Bus Driver | 21.42 |
| 31043 - Driver Courier | 16.44 |
| 31260 - Parking and Lot Attendant | 12.06*** |
| 31290 - Shuttle Bus Driver | 17.28 |
| 31310 - Taxi Driver | 13.64*** |
| 31361 - Truckdriver Light | 17.92 |
| 31362 - Truckdriver Medium | 19.37 |
| 31363 - Truckdriver Heavy | 22.47 |
| 31364 - Truckdriver Tractor-Trailer | 22.47 |
| 99000 - Miscellaneous Occupations | |
| 99020 - Cabin Safety Specialist | 17.37 |
| 99030 - Cashier | 11.36*** |
| 99050 - Desk Clerk | 11.72*** |
| 99095 - Embalmer | 34.72 |
| 99130 - Flight Follower | 29.44 |
| 99251 - Laboratory Animal Caretaker I | 12.49*** |
| 99252 - Laboratory Animal Caretaker II | 13.61*** |
| 99260 - Marketing Analyst | 35.05 |
| 99310 - Mortician | 41.99 |
| 99410 - Pest Controller | 19.88 |
| 99510 - Photofinishing Worker | 16.80 |
| 99710 - Recycling Laborer | 18.73 |
| 99711 - Recycling Specialist | 22.84 |
| 99730 - Refuse Collector | 16.72 |
| 99810 - Sales Clerk | 12.66*** |
| 99820 - School Crossing Guard | 14.04*** |
| 99830 - Survey Party Chief | 25.50 |
| 99831 - Surveying Aide | 17.45 |
| 99832 - Surveying Technician | 22.05 |
| 99840 - Vending Machine Attendant | 12.81*** |
| 99841 - Vending Machine Repairer | 16.20 |
| 99842 - Vending Machine Repairer Helper | 12.81*** |

***Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 (\$15.00 per hour) or 13658 (\$11.25 per hour). Please see the Note at the top of the wage determination for more information. Please also note that the minimum wage requirements of Executive Order 14026 and 13658 are not currently being enforced as to contracts or contract-like instruments entered into with the federal government in connection with seasonal recreational services or seasonal recreational equipment rental for the general public on federal lands.

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.60 per hour up to 40 hours per week or \$184.00 per week or \$797.33 per month

HEALTH & WELFARE EO 13706: \$4.23 per hour up to 40 hours per week or \$169.20 per week or \$733.20 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 5 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Juneteenth National Independence Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than \$27.63 (or on a salary or fee basis at a rate not less than \$455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541.400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds \$27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer

professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

**** HAZARDOUS PAY DIFFERENTIAL ****

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining

agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

**** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS ****

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

**** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) ****

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR 4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).
- 4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour Division's decision to the

contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

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| "REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor | U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210 Wage Determination No.: 2015-5227 Revision No.: 17 Date Of Last Revision: 03/15/2022 |
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Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

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| If the contract is entered into on or after January 30 2022 or the contract is renewed or extended (e.g. an option is exercised) on or after January 30 2022: | With certain exceptions Executive Order 14026 applies to the contract. The contractor must pay all covered workers at least \$15.00 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in 2022. |
| If the contract was awarded on or between January 1 2015 and January 29 2022 and the contract is not renewed or extended on or after January 30 2022: | With certain exceptions Executive Order 13658 applies to the contract. The contractor must pay all covered workers at least \$11.25 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in 2022. |

The applicable Executive Order minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the Executive Orders is available at <https://www.dol.gov/agencies/whd/government-contracts>.

State: Texas

Area: Texas Counties of Collin Dallas Denton Ellis Hunt Kaufman Rockwall

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|----------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 16.60 |
| 01012 - Accounting Clerk II | | 18.64 |
| 01013 - Accounting Clerk III | | 20.84 |
| 01020 - Administrative Assistant | | 29.11 |
| 01035 - Court Reporter | | 22.59 |
| 01041 - Customer Service Representative I | | 14.51*** |
| 01042 - Customer Service Representative II | | 15.84 |
| 01043 - Customer Service Representative III | | 17.79 |
| 01051 - Data Entry Operator I | | 15.34 |
| 01052 - Data Entry Operator II | | 16.74 |
| 01060 - Dispatcher Motor Vehicle | | 21.36 |
| 01070 - Document Preparation Clerk | | 17.28 |
| 01090 - Duplicating Machine Operator | | 17.28 |
| 01111 - General Clerk I | | 14.03*** |
| 01112 - General Clerk II | | 15.31 |
| 01113 - General Clerk III | | 17.20 |

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| 01120 - Housing Referral Assistant | 22.46 |
| 01141 - Messenger Courier | 14.29*** |
| 01191 - Order Clerk I | 16.47 |
| 01192 - Order Clerk II | 17.96 |
| 01261 - Personnel Assistant (Employment) I | 17.63 |
| 01262 - Personnel Assistant (Employment) II | 19.71 |
| 01263 - Personnel Assistant (Employment) III | 21.97 |
| 01270 - Production Control Clerk | 24.46 |
| 01290 - Rental Clerk | 15.30 |
| 01300 - Scheduler Maintenance | 18.01 |
| 01311 - Secretary I | 18.01 |
| 01312 - Secretary II | 20.14 |
| 01313 - Secretary III | 22.46 |
| 01320 - Service Order Dispatcher | 17.47 |
| 01410 - Supply Technician | 29.11 |
| 01420 - Survey Worker | 17.29 |
| 01460 - Switchboard Operator/Receptionist | 15.15 |
| 01531 - Travel Clerk I | 15.62 |
| 01532 - Travel Clerk II | 16.79 |
| 01533 - Travel Clerk III | 18.02 |
| 01611 - Word Processor I | 16.67 |
| 01612 - Word Processor II | 18.71 |
| 01613 - Word Processor III | 20.92 |
| 05000 - Automotive Service Occupations | |
| 05005 - Automobile Body Repairer Fiberglass | 22.70 |
| 05010 - Automotive Electrician | 23.04 |
| 05040 - Automotive Glass Installer | 20.93 |
| 05070 - Automotive Worker | 22.02 |
| 05110 - Mobile Equipment Servicer | 18.52 |
| 05130 - Motor Equipment Metal Mechanic | 22.88 |
| 05160 - Motor Equipment Metal Worker | 20.93 |
| 05190 - Motor Vehicle Mechanic | 22.99 |
| 05220 - Motor Vehicle Mechanic Helper | 17.27 |
| 05250 - Motor Vehicle Upholstery Worker | 19.82 |
| 05280 - Motor Vehicle Wrecker | 20.93 |
| 05310 - Painter Automotive | 24.22 |
| 05340 - Radiator Repair Specialist | 20.93 |
| 05370 - Tire Repairer | 14.12*** |
| 05400 - Transmission Repair Specialist | 22.88 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 12.15*** |
| 07041 - Cook I | 13.08*** |
| 07042 - Cook II | 15.03 |
| 07070 - Dishwasher | 10.52*** |
| 07130 - Food Service Worker | 11.72*** |
| 07210 - Meat Cutter | 13.34*** |
| 07260 - Waiter/Waitress | 10.03*** |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 19.02 |
| 09040 - Furniture Handler | 10.24*** |
| 09080 - Furniture Refinisher | 15.32 |
| 09090 - Furniture Refinisher Helper | 12.02*** |
| 09110 - Furniture Repairer Minor | 13.78*** |
| 09130 - Upholsterer | 16.57 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner Vehicles | 11.77*** |
| 11060 - Elevator Operator | 12.95*** |
| 11090 - Gardener | 21.03 |
| 11122 - Housekeeping Aide | 13.28*** |
| 11150 - Janitor | 13.28*** |
| 11210 - Laborer Grounds Maintenance | 15.66 |
| 11240 - Maid or Houseman | 11.53*** |
| 11260 - Pruner | 13.84*** |
| 11270 - Tractor Operator | 19.24 |
| 11330 - Trail Maintenance Worker | 15.66 |

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| 11360 - Window Cleaner | 15.03 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 20.65 |
| 12011 - Breath Alcohol Technician | 21.68 |
| 12012 - Certified Occupational Therapist Assistant | 35.61 |
| 12015 - Certified Physical Therapist Assistant | 35.12 |
| 12020 - Dental Assistant | 20.87 |
| 12025 - Dental Hygienist | 40.23 |
| 12030 - EKG Technician | 30.40 |
| 12035 - Electroneurodiagnostic Technologist | 30.40 |
| 12040 - Emergency Medical Technician | 20.65 |
| 12071 - Licensed Practical Nurse I | 19.39 |
| 12072 - Licensed Practical Nurse II | 21.68 |
| 12073 - Licensed Practical Nurse III | 24.17 |
| 12100 - Medical Assistant | 16.98 |
| 12130 - Medical Laboratory Technician | 26.50 |
| 12160 - Medical Record Clerk | 18.67 |
| 12190 - Medical Record Technician | 20.88 |
| 12195 - Medical Transcriptionist | 19.66 |
| 12210 - Nuclear Medicine Technologist | 39.84 |
| 12221 - Nursing Assistant I | 12.89*** |
| 12222 - Nursing Assistant II | 14.48*** |
| 12223 - Nursing Assistant III | 15.80 |
| 12224 - Nursing Assistant IV | 17.75 |
| 12235 - Optical Dispenser | 19.50 |
| 12236 - Optical Technician | 16.72 |
| 12250 - Pharmacy Technician | 17.74 |
| 12280 - Phlebotomist | 17.56 |
| 12305 - Radiologic Technologist | 29.53 |
| 12311 - Registered Nurse I | 25.82 |
| 12312 - Registered Nurse II | 31.58 |
| 12313 - Registered Nurse II Specialist | 31.58 |
| 12314 - Registered Nurse III | 38.19 |
| 12315 - Registered Nurse III Anesthetist | 38.19 |
| 12316 - Registered Nurse IV | 45.78 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 26.86 |
| 12320 - Substance Abuse Treatment Counselor | 23.56 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 20.65 |
| 13012 - Exhibits Specialist II | 25.58 |
| 13013 - Exhibits Specialist III | 31.28 |
| 13041 - Illustrator I | 24.95 |
| 13042 - Illustrator II | 30.91 |
| 13043 - Illustrator III | 36.18 |
| 13047 - Librarian | 31.56 |
| 13050 - Library Aide/Clerk | 14.33*** |
| 13054 - Library Information Technology Systems Administrator | 27.42 |
| 13058 - Library Technician | 16.29 |
| 13061 - Media Specialist I | 19.78 |
| 13062 - Media Specialist II | 22.13 |
| 13063 - Media Specialist III | 24.67 |
| 13071 - Photographer I | 19.31 |
| 13072 - Photographer II | 21.60 |
| 13073 - Photographer III | 26.75 |
| 13074 - Photographer IV | 32.73 |
| 13075 - Photographer V | 39.61 |
| 13090 - Technical Order Library Clerk | 17.84 |
| 13110 - Video Teleconference Technician | 21.59 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 20.17 |
| 14042 - Computer Operator II | 22.55 |
| 14043 - Computer Operator III | 25.16 |
| 14044 - Computer Operator IV | 29.85 |
| 14045 - Computer Operator V | 33.04 |

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| 14071 - Computer Programmer I | (see 1) | |
| 14072 - Computer Programmer II | (see 1) | |
| 14073 - Computer Programmer III | (see 1) | |
| 14074 - Computer Programmer IV | (see 1) | |
| 14101 - Computer Systems Analyst I | (see 1) | |
| 14102 - Computer Systems Analyst II | (see 1) | |
| 14103 - Computer Systems Analyst III | (see 1) | |
| 14150 - Peripheral Equipment Operator | | 20.17 |
| 14160 - Personal Computer Support Technician | | 29.85 |
| 14170 - System Support Specialist | | 42.82 |
| 15000 - Instructional Occupations | | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | | 35.04 |
| 15020 - Aircrew Training Devices Instructor (Rated) | | 41.90 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | | 47.60 |
| 15050 - Computer Based Training Specialist / Instructor | | 35.04 |
| 15060 - Educational Technologist | | 34.30 |
| 15070 - Flight Instructor (Pilot) | | 47.60 |
| 15080 - Graphic Artist | | 25.79 |
| 15085 - Maintenance Test Pilot Fixed Jet/Prop | | 47.60 |
| 15086 - Maintenance Test Pilot Rotary Wing | | 47.60 |
| 15088 - Non-Maintenance Test/Co-Pilot | | 47.60 |
| 15090 - Technical Instructor | | 27.43 |
| 15095 - Technical Instructor/Course Developer | | 33.55 |
| 15110 - Test Proctor | | 22.14 |
| 15120 - Tutor | | 22.14 |
| 16000 - Laundry Dry-Cleaning Pressing And Related Occupations | | |
| 16010 - Assembler | | 10.94*** |
| 16030 - Counter Attendant | | 10.94*** |
| 16040 - Dry Cleaner | | 14.05*** |
| 16070 - Finisher Flatwork Machine | | 10.94*** |
| 16090 - Presser Hand | | 10.94*** |
| 16110 - Presser Machine Drycleaning | | 10.94*** |
| 16130 - Presser Machine Shirts | | 10.94*** |
| 16160 - Presser Machine Wearing Apparel Laundry | | 10.94*** |
| 16190 - Sewing Machine Operator | | 14.90*** |
| 16220 - Tailor | | 16.02 |
| 16250 - Washer Machine | | 12.02*** |
| 19000 - Machine Tool Operation And Repair Occupations | | |
| 19010 - Machine-Tool Operator (Tool Room) | | 21.10 |
| 19040 - Tool And Die Maker | | 25.34 |
| 21000 - Materials Handling And Packing Occupations | | |
| 21020 - Forklift Operator | | 17.32 |
| 21030 - Material Coordinator | | 24.46 |
| 21040 - Material Expediter | | 24.46 |
| 21050 - Material Handling Laborer | | 14.93*** |
| 21071 - Order Filler | | 14.57*** |
| 21080 - Production Line Worker (Food Processing) | | 17.32 |
| 21110 - Shipping Packer | | 16.39 |
| 21130 - Shipping/Receiving Clerk | | 16.39 |
| 21140 - Store Worker I | | 12.67*** |
| 21150 - Stock Clerk | | 18.37 |
| 21210 - Tools And Parts Attendant | | 17.32 |
| 21410 - Warehouse Specialist | | 17.32 |
| 23000 - Mechanics And Maintenance And Repair Occupations | | |
| 23010 - Aerospace Structural Welder | | 39.14 |
| 23019 - Aircraft Logs and Records Technician | | 31.80 |
| 23021 - Aircraft Mechanic I | | 37.33 |
| 23022 - Aircraft Mechanic II | | 39.14 |
| 23023 - Aircraft Mechanic III | | 40.96 |
| 23040 - Aircraft Mechanic Helper | | 26.78 |
| 23050 - Aircraft Painter | | 35.44 |
| 23060 - Aircraft Servicer | | 31.80 |
| 23070 - Aircraft Survival Flight Equipment Technician | | 35.44 |
| 23080 - Aircraft Worker | | 33.63 |
| 23091 - Aircrew Life Support Equipment (ALSE) Mechanic | | 33.63 |

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|---|----------|
| I | |
| 23092 - Aircrew Life Support Equipment (ALSE) Mechanic | 37.33 |
| II | |
| 23110 - Appliance Mechanic | 19.55 |
| 23120 - Bicycle Repairer | 19.15 |
| 23125 - Cable Splicer | 27.55 |
| 23130 - Carpenter Maintenance | 19.37 |
| 23140 - Carpet Layer | 19.04 |
| 23160 - Electrician Maintenance | 23.75 |
| 23181 - Electronics Technician Maintenance I | 26.71 |
| 23182 - Electronics Technician Maintenance II | 28.15 |
| 23183 - Electronics Technician Maintenance III | 29.65 |
| 23260 - Fabric Worker | 26.87 |
| 23290 - Fire Alarm System Mechanic | 23.76 |
| 23310 - Fire Extinguisher Repairer | 19.15 |
| 23311 - Fuel Distribution System Mechanic | 21.32 |
| 23312 - Fuel Distribution System Operator | 16.71 |
| 23370 - General Maintenance Worker | 19.91 |
| 23380 - Ground Support Equipment Mechanic | 37.33 |
| 23381 - Ground Support Equipment Servicer | 31.80 |
| 23382 - Ground Support Equipment Worker | 33.63 |
| 23391 - Gunsmith I | 19.15 |
| 23392 - Gunsmith II | 22.00 |
| 23393 - Gunsmith III | 24.42 |
| 23410 - Heating Ventilation And Air-Conditioning Mechanic | 23.09 |
| 23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) | 24.21 |
| 23430 - Heavy Equipment Mechanic | 26.05 |
| 23440 - Heavy Equipment Operator | 20.97 |
| 23460 - Instrument Mechanic | 27.95 |
| 23465 - Laboratory/Shelter Mechanic | 23.19 |
| 23470 - Laborer | 14.93*** |
| 23510 - Locksmith | 23.89 |
| 23530 - Machinery Maintenance Mechanic | 25.75 |
| 23550 - Machinist Maintenance | 21.29 |
| 23580 - Maintenance Trades Helper | 16.50 |
| 23591 - Metrology Technician I | 27.95 |
| 23592 - Metrology Technician II | 29.30 |
| 23593 - Metrology Technician III | 30.67 |
| 23640 - Millwright | 25.87 |
| 23710 - Office Appliance Repairer | 18.66 |
| 23760 - Painter Maintenance | 17.81 |
| 23790 - Pipefitter Maintenance | 26.55 |
| 23810 - Plumber Maintenance | 25.20 |
| 23820 - Pneudraulic Systems Mechanic | 24.42 |
| 23850 - Rigger | 26.09 |
| 23870 - Scale Mechanic | 22.00 |
| 23890 - Sheet-Metal Worker Maintenance | 22.12 |
| 23910 - Small Engine Mechanic | 19.51 |
| 23931 - Telecommunications Mechanic I | 29.53 |
| 23932 - Telecommunications Mechanic II | 30.96 |
| 23950 - Telephone Lineman | 23.54 |
| 23960 - Welder Combination Maintenance | 20.38 |
| 23965 - Well Driller | 21.63 |
| 23970 - Woodcraft Worker | 24.42 |
| 23980 - Woodworker | 19.15 |
| 24000 - Personal Needs Occupations | |
| 24550 - Case Manager | 18.06 |
| 24570 - Child Care Attendant | 11.76*** |
| 24580 - Child Care Center Clerk | 14.66*** |
| 24610 - Chore Aide | 10.04*** |
| 24620 - Family Readiness And Support Services Coordinator | 18.06 |
| 24630 - Homemaker | 18.06 |

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|---|----------|
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 27.73 |
| 25040 - Sewage Plant Operator | 21.18 |
| 25070 - Stationary Engineer | 27.73 |
| 25190 - Ventilation Equipment Tender | 19.37 |
| 25210 - Water Treatment Plant Operator | 21.18 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 20.64 |
| 27007 - Baggage Inspector | 14.10*** |
| 27008 - Corrections Officer | 24.04 |
| 27010 - Court Security Officer | 26.82 |
| 27030 - Detection Dog Handler | 16.92 |
| 27040 - Detention Officer | 24.04 |
| 27070 - Firefighter | 29.61 |
| 27101 - Guard I | 14.10*** |
| 27102 - Guard II | 16.92 |
| 27131 - Police Officer I | 31.39 |
| 27132 - Police Officer II | 34.89 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 14.42*** |
| 28042 - Carnival Equipment Repairer | 15.76 |
| 28043 - Carnival Worker | 10.37*** |
| 28210 - Gate Attendant/Gate Tender | 14.18*** |
| 28310 - Lifeguard | 11.19*** |
| 28350 - Park Attendant (Aide) | 15.86 |
| 28510 - Recreation Aide/Health Facility Attendant | 11.57*** |
| 28515 - Recreation Specialist | 19.34 |
| 28630 - Sports Official | 12.63*** |
| 28690 - Swimming Pool Operator | 21.99 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 28.45 |
| 29020 - Hatch Tender | 28.45 |
| 29030 - Line Handler | 28.45 |
| 29041 - Stevedore I | 26.91 |
| 29042 - Stevedore II | 29.99 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist Center (HFO) (see 2) | 43.42 |
| 30011 - Air Traffic Control Specialist Station (HFO) (see 2) | 29.95 |
| 30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) | 32.97 |
| 30021 - Archeological Technician I | 20.07 |
| 30022 - Archeological Technician II | 22.40 |
| 30023 - Archeological Technician III | 27.75 |
| 30030 - Cartographic Technician | 27.75 |
| 30040 - Civil Engineering Technician | 24.42 |
| 30051 - Cryogenic Technician I | 26.83 |
| 30052 - Cryogenic Technician II | 29.63 |
| 30061 - Drafter/CAD Operator I | 20.07 |
| 30062 - Drafter/CAD Operator II | 22.40 |
| 30063 - Drafter/CAD Operator III | 24.97 |
| 30064 - Drafter/CAD Operator IV | 30.73 |
| 30081 - Engineering Technician I | 17.56 |
| 30082 - Engineering Technician II | 19.70 |
| 30083 - Engineering Technician III | 22.03 |
| 30084 - Engineering Technician IV | 27.30 |
| 30085 - Engineering Technician V | 33.40 |
| 30086 - Engineering Technician VI | 40.41 |
| 30090 - Environmental Technician | 25.52 |
| 30095 - Evidence Control Specialist | 24.23 |
| 30210 - Laboratory Technician | 25.44 |
| 30221 - Latent Fingerprint Technician I | 26.76 |
| 30222 - Latent Fingerprint Technician II | 29.57 |
| 30240 - Mathematical Technician | 33.58 |
| 30361 - Paralegal/Legal Assistant I | 19.49 |
| 30362 - Paralegal/Legal Assistant II | 24.15 |
| 30363 - Paralegal/Legal Assistant III | 29.54 |

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|---|---------------|
| 30364 - Paralegal/Legal Assistant IV | 35.74 |
| 30375 - Petroleum Supply Specialist | 29.63 |
| 30390 - Photo-Optics Technician | 27.75 |
| 30395 - Radiation Control Technician | 29.63 |
| 30461 - Technical Writer I | 25.69 |
| 30462 - Technical Writer II | 31.42 |
| 30463 - Technical Writer III | 38.01 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 27.60 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 33.39 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 40.02 |
| 30494 - Unexploded (UXO) Safety Escort | 27.60 |
| 30495 - Unexploded (UXO) Sweep Personnel | 27.60 |
| 30501 - Weather Forecaster I | 26.83 |
| 30502 - Weather Forecaster II | 32.63 |
| 30620 - Weather Observer Combined Upper Air Or | (see 2) 24.97 |
| Surface Programs | |
| 30621 - Weather Observer Senior | (see 2) 25.23 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31010 - Airplane Pilot | 33.39 |
| 31020 - Bus Aide | 14.95*** |
| 31030 - Bus Driver | 21.81 |
| 31043 - Driver Courier | 17.15 |
| 31260 - Parking and Lot Attendant | 10.91*** |
| 31290 - Shuttle Bus Driver | 18.53 |
| 31310 - Taxi Driver | 13.24*** |
| 31361 - Truckdriver Light | 18.75 |
| 31362 - Truckdriver Medium | 20.37 |
| 31363 - Truckdriver Heavy | 23.34 |
| 31364 - Truckdriver Tractor-Trailer | 23.34 |
| 99000 - Miscellaneous Occupations | |
| 99020 - Cabin Safety Specialist | 16.28 |
| 99030 - Cashier | 11.14*** |
| 99050 - Desk Clerk | 11.72*** |
| 99095 - Embalmer | 24.05 |
| 99130 - Flight Follower | 27.60 |
| 99251 - Laboratory Animal Caretaker I | 13.18*** |
| 99252 - Laboratory Animal Caretaker II | 14.42*** |
| 99260 - Marketing Analyst | 37.40 |
| 99310 - Mortician | 26.46 |
| 99410 - Pest Controller | 23.68 |
| 99510 - Photofinishing Worker | 14.89*** |
| 99710 - Recycling Laborer | 20.02 |
| 99711 - Recycling Specialist | 24.59 |
| 99730 - Refuse Collector | 17.69 |
| 99810 - Sales Clerk | 13.65*** |
| 99820 - School Crossing Guard | 11.54*** |
| 99830 - Survey Party Chief | 27.65 |
| 99831 - Surveying Aide | 16.57 |
| 99832 - Surveying Technician | 21.23 |
| 99840 - Vending Machine Attendant | 15.50 |
| 99841 - Vending Machine Repairer | 19.03 |
| 99842 - Vending Machine Repairer Helper | 15.46 |

***Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 (\$15.00 per hour) or 13658 (\$11.25 per hour). Please see the Note at the top of the wage determination for more information. Please also note that the minimum wage requirements of Executive Order 14026 and 13658 are not currently being enforced as to contracts or contract-like instruments entered into with the federal government in connection with seasonal recreational services or seasonal recreational equipment rental for the general public on federal lands.

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.60 per hour up to 40 hours per week or \$184.00 per week or \$797.33 per month

HEALTH & WELFARE EO 13706: \$4.23 per hour up to 40 hours per week or \$169.20 per week or \$733.20 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 5 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Juneteenth National Independence Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than \$27.63 (or on a salary or fee basis at a rate not less than \$455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541.400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds \$27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees

who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

**** HAZARDOUS PAY DIFFERENTIAL ****

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary

affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However in those instances where the uniforms furnished are made of "wash and wear" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

**** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS ****

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

**** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) ****

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR 4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).
- 4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

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| "REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor | U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210 |
| Daniel W. Simms Director | Division of Wage Determinations |
| | Wage Determination No.: 2015-5231 Revision No.: 21 Date Of Last Revision: 03/15/2022 |

Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

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| If the contract is entered into on or after January 30 2022 or the contract is renewed or extended (e.g. an option is exercised) on or after January 30 2022: | With certain exceptions Executive Order 14026 applies to the contract. The contractor must pay all covered workers at least \$15.00 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in 2022. |
| If the contract was awarded on or between January 1 2015 and January 29 2022 and the contract is not renewed or extended on or after January 30 2022: | With certain exceptions Executive Order 13658 applies to the contract. The contractor must pay all covered workers at least \$11.25 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in 2022. |

The applicable Executive Order minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the Executive Orders is available at <https://www.dol.gov/agencies/whd/government-contracts>.

State: Texas

Area: Texas Counties of Johnson Parker Tarrant Wise

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|----------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 16.42 |
| 01012 - Accounting Clerk II | | 18.44 |
| 01013 - Accounting Clerk III | | 20.62 |
| 01020 - Administrative Assistant | | 29.05 |
| 01035 - Court Reporter | | 25.31 |
| 01041 - Customer Service Representative I | | 14.51*** |
| 01042 - Customer Service Representative II | | 15.84 |
| 01043 - Customer Service Representative III | | 17.79 |
| 01051 - Data Entry Operator I | | 15.34 |
| 01052 - Data Entry Operator II | | 16.74 |
| 01060 - Dispatcher Motor Vehicle | | 21.20 |
| 01070 - Document Preparation Clerk | | 17.28 |
| 01090 - Duplicating Machine Operator | | 17.28 |
| 01111 - General Clerk I | | 14.03*** |
| 01112 - General Clerk II | | 15.31 |
| 01113 - General Clerk III | | 17.20 |

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| 01120 - Housing Referral Assistant | 22.46 |
| 01141 - Messenger Courier | 15.56 |
| 01191 - Order Clerk I | 15.73 |
| 01192 - Order Clerk II | 17.16 |
| 01261 - Personnel Assistant (Employment) I | 17.63 |
| 01262 - Personnel Assistant (Employment) II | 19.71 |
| 01263 - Personnel Assistant (Employment) III | 21.97 |
| 01270 - Production Control Clerk | 24.46 |
| 01290 - Rental Clerk | 15.30 |
| 01300 - Scheduler Maintenance | 18.01 |
| 01311 - Secretary I | 18.01 |
| 01312 - Secretary II | 20.14 |
| 01313 - Secretary III | 22.46 |
| 01320 - Service Order Dispatcher | 18.82 |
| 01410 - Supply Technician | 29.05 |
| 01420 - Survey Worker | 17.74 |
| 01460 - Switchboard Operator/Receptionist | 15.15 |
| 01531 - Travel Clerk I | 15.62 |
| 01532 - Travel Clerk II | 16.79 |
| 01533 - Travel Clerk III | 18.02 |
| 01611 - Word Processor I | 16.86 |
| 01612 - Word Processor II | 18.92 |
| 01613 - Word Processor III | 21.16 |
| 05000 - Automotive Service Occupations | |
| 05005 - Automobile Body Repairer Fiberglass | 22.70 |
| 05010 - Automotive Electrician | 21.81 |
| 05040 - Automotive Glass Installer | 21.40 |
| 05070 - Automotive Worker | 21.93 |
| 05110 - Mobile Equipment Servicer | 17.94 |
| 05130 - Motor Equipment Metal Mechanic | 22.99 |
| 05160 - Motor Equipment Metal Worker | 21.40 |
| 05190 - Motor Vehicle Mechanic | 22.99 |
| 05220 - Motor Vehicle Mechanic Helper | 17.15 |
| 05250 - Motor Vehicle Upholstery Worker | 20.43 |
| 05280 - Motor Vehicle Wrecker | 20.70 |
| 05310 - Painter Automotive | 21.72 |
| 05340 - Radiator Repair Specialist | 20.70 |
| 05370 - Tire Repairer | 14.14*** |
| 05400 - Transmission Repair Specialist | 22.99 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 12.29*** |
| 07041 - Cook I | 13.08*** |
| 07042 - Cook II | 15.03 |
| 07070 - Dishwasher | 10.52*** |
| 07130 - Food Service Worker | 11.72*** |
| 07210 - Meat Cutter | 13.63*** |
| 07260 - Waiter/Waitress | 9.21*** |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 19.02 |
| 09040 - Furniture Handler | 11.79*** |
| 09080 - Furniture Refinisher | 14.91*** |
| 09090 - Furniture Refinisher Helper | 11.79*** |
| 09110 - Furniture Repairer Minor | 13.18*** |
| 09130 - Upholsterer | 16.90 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner Vehicles | 11.77*** |
| 11060 - Elevator Operator | 12.95*** |
| 11090 - Gardener | 21.03 |
| 11122 - Housekeeping Aide | 13.28*** |
| 11150 - Janitor | 13.28*** |
| 11210 - Laborer Grounds Maintenance | 15.66 |
| 11240 - Maid or Houseman | 11.53*** |
| 11260 - Pruner | 13.84*** |
| 11270 - Tractor Operator | 19.24 |
| 11330 - Trail Maintenance Worker | 15.66 |

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| 11360 - Window Cleaner | 15.03 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 18.28 |
| 12011 - Breath Alcohol Technician | 21.68 |
| 12012 - Certified Occupational Therapist Assistant | 38.09 |
| 12015 - Certified Physical Therapist Assistant | 33.92 |
| 12020 - Dental Assistant | 20.87 |
| 12025 - Dental Hygienist | 40.23 |
| 12030 - EKG Technician | 29.97 |
| 12035 - Electroneurodiagnostic Technologist | 29.97 |
| 12040 - Emergency Medical Technician | 18.28 |
| 12071 - Licensed Practical Nurse I | 19.39 |
| 12072 - Licensed Practical Nurse II | 21.68 |
| 12073 - Licensed Practical Nurse III | 24.17 |
| 12100 - Medical Assistant | 16.98 |
| 12130 - Medical Laboratory Technician | 26.50 |
| 12160 - Medical Record Clerk | 18.67 |
| 12190 - Medical Record Technician | 20.88 |
| 12195 - Medical Transcriptionist | 20.16 |
| 12210 - Nuclear Medicine Technologist | 42.21 |
| 12221 - Nursing Assistant I | 12.89*** |
| 12222 - Nursing Assistant II | 14.48*** |
| 12223 - Nursing Assistant III | 15.80 |
| 12224 - Nursing Assistant IV | 17.75 |
| 12235 - Optical Dispenser | 19.50 |
| 12236 - Optical Technician | 16.72 |
| 12250 - Pharmacy Technician | 17.74 |
| 12280 - Phlebotomist | 17.56 |
| 12305 - Radiologic Technologist | 29.62 |
| 12311 - Registered Nurse I | 25.82 |
| 12312 - Registered Nurse II | 31.58 |
| 12313 - Registered Nurse II Specialist | 31.58 |
| 12314 - Registered Nurse III | 38.19 |
| 12315 - Registered Nurse III Anesthetist | 38.19 |
| 12316 - Registered Nurse IV | 45.78 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 26.86 |
| 12320 - Substance Abuse Treatment Counselor | 23.56 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 20.93 |
| 13012 - Exhibits Specialist II | 25.93 |
| 13013 - Exhibits Specialist III | 31.72 |
| 13041 - Illustrator I | 24.95 |
| 13042 - Illustrator II | 30.91 |
| 13043 - Illustrator III | 37.82 |
| 13047 - Librarian | 31.56 |
| 13050 - Library Aide/Clerk | 14.33*** |
| 13054 - Library Information Technology Systems Administrator | 27.42 |
| 13058 - Library Technician | 15.98 |
| 13061 - Media Specialist I | 19.78 |
| 13062 - Media Specialist II | 22.13 |
| 13063 - Media Specialist III | 24.67 |
| 13071 - Photographer I | 19.31 |
| 13072 - Photographer II | 21.60 |
| 13073 - Photographer III | 26.75 |
| 13074 - Photographer IV | 32.73 |
| 13075 - Photographer V | 39.61 |
| 13090 - Technical Order Library Clerk | 17.84 |
| 13110 - Video Teleconference Technician | 21.59 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 20.10 |
| 14042 - Computer Operator II | 22.48 |
| 14043 - Computer Operator III | 25.69 |
| 14044 - Computer Operator IV | 29.85 |
| 14045 - Computer Operator V | 33.42 |

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| 14071 - Computer Programmer I | (see 1) | |
| 14072 - Computer Programmer II | (see 1) | |
| 14073 - Computer Programmer III | (see 1) | |
| 14074 - Computer Programmer IV | (see 1) | |
| 14101 - Computer Systems Analyst I | (see 1) | |
| 14102 - Computer Systems Analyst II | (see 1) | |
| 14103 - Computer Systems Analyst III | (see 1) | |
| 14150 - Peripheral Equipment Operator | | 20.10 |
| 14160 - Personal Computer Support Technician | | 29.85 |
| 14170 - System Support Specialist | | 40.81 |
| 15000 - Instructional Occupations | | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | | 35.04 |
| 15020 - Aircrew Training Devices Instructor (Rated) | | 42.54 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | | 50.81 |
| 15050 - Computer Based Training Specialist / Instructor | | 35.04 |
| 15060 - Educational Technologist | | 32.43 |
| 15070 - Flight Instructor (Pilot) | | 50.81 |
| 15080 - Graphic Artist | | 25.79 |
| 15085 - Maintenance Test Pilot Fixed Jet/Prop | | 47.60 |
| 15086 - Maintenance Test Pilot Rotary Wing | | 47.60 |
| 15088 - Non-Maintenance Test/Co-Pilot | | 47.60 |
| 15090 - Technical Instructor | | 27.43 |
| 15095 - Technical Instructor/Course Developer | | 33.55 |
| 15110 - Test Proctor | | 22.14 |
| 15120 - Tutor | | 22.14 |
| 16000 - Laundry Dry-Cleaning Pressing And Related Occupations | | |
| 16010 - Assembler | | 10.94*** |
| 16030 - Counter Attendant | | 10.94*** |
| 16040 - Dry Cleaner | | 14.05*** |
| 16070 - Finisher Flatwork Machine | | 10.94*** |
| 16090 - Presser Hand | | 10.94*** |
| 16110 - Presser Machine Drycleaning | | 10.94*** |
| 16130 - Presser Machine Shirts | | 10.94*** |
| 16160 - Presser Machine Wearing Apparel Laundry | | 10.94*** |
| 16190 - Sewing Machine Operator | | 14.90*** |
| 16220 - Tailor | | 16.02 |
| 16250 - Washer Machine | | 12.02*** |
| 19000 - Machine Tool Operation And Repair Occupations | | |
| 19010 - Machine-Tool Operator (Tool Room) | | 25.17 |
| 19040 - Tool And Die Maker | | 30.45 |
| 21000 - Materials Handling And Packing Occupations | | |
| 21020 - Forklift Operator | | 17.32 |
| 21030 - Material Coordinator | | 24.46 |
| 21040 - Material Expediter | | 24.46 |
| 21050 - Material Handling Laborer | | 14.93*** |
| 21071 - Order Filler | | 14.57*** |
| 21080 - Production Line Worker (Food Processing) | | 17.32 |
| 21110 - Shipping Packer | | 16.39 |
| 21130 - Shipping/Receiving Clerk | | 16.39 |
| 21140 - Store Worker I | | 12.67*** |
| 21150 - Stock Clerk | | 18.37 |
| 21210 - Tools And Parts Attendant | | 17.32 |
| 21410 - Warehouse Specialist | | 17.32 |
| 23000 - Mechanics And Maintenance And Repair Occupations | | |
| 23010 - Aerospace Structural Welder | | 39.14 |
| 23019 - Aircraft Logs and Records Technician | | 31.80 |
| 23021 - Aircraft Mechanic I | | 37.33 |
| 23022 - Aircraft Mechanic II | | 39.14 |
| 23023 - Aircraft Mechanic III | | 40.96 |
| 23040 - Aircraft Mechanic Helper | | 26.78 |
| 23050 - Aircraft Painter | | 35.44 |
| 23060 - Aircraft Servicer | | 31.80 |
| 23070 - Aircraft Survival Flight Equipment Technician | | 35.44 |
| 23080 - Aircraft Worker | | 33.63 |
| 23091 - Aircrew Life Support Equipment (ALSE) Mechanic | | 33.63 |

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| 23092 - Aircrew Life Support Equipment (ALSE) Mechanic | 37.33 |
| II | |
| 23110 - Appliance Mechanic | 19.55 |
| 23120 - Bicycle Repairer | 19.15 |
| 23125 - Cable Splicer | 28.78 |
| 23130 - Carpenter Maintenance | 19.37 |
| 23140 - Carpet Layer | 18.56 |
| 23160 - Electrician Maintenance | 23.75 |
| 23181 - Electronics Technician Maintenance I | 26.71 |
| 23182 - Electronics Technician Maintenance II | 28.15 |
| 23183 - Electronics Technician Maintenance III | 29.65 |
| 23260 - Fabric Worker | 25.58 |
| 23290 - Fire Alarm System Mechanic | 23.76 |
| 23310 - Fire Extinguisher Repairer | 19.15 |
| 23311 - Fuel Distribution System Mechanic | 21.21 |
| 23312 - Fuel Distribution System Operator | 17.02 |
| 23370 - General Maintenance Worker | 19.91 |
| 23380 - Ground Support Equipment Mechanic | 37.33 |
| 23381 - Ground Support Equipment Servicer | 31.80 |
| 23382 - Ground Support Equipment Worker | 33.63 |
| 23391 - Gunsmith I | 19.15 |
| 23392 - Gunsmith II | 22.00 |
| 23393 - Gunsmith III | 24.42 |
| 23410 - Heating Ventilation And Air-Conditioning Mechanic | 23.09 |
| 23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) | 24.21 |
| 23430 - Heavy Equipment Mechanic | 26.05 |
| 23440 - Heavy Equipment Operator | 20.97 |
| 23460 - Instrument Mechanic | 27.95 |
| 23465 - Laboratory/Shelter Mechanic | 23.19 |
| 23470 - Laborer | 14.93*** |
| 23510 - Locksmith | 23.68 |
| 23530 - Machinery Maintenance Mechanic | 25.75 |
| 23550 - Machinist Maintenance | 21.29 |
| 23580 - Maintenance Trades Helper | 16.50 |
| 23591 - Metrology Technician I | 27.95 |
| 23592 - Metrology Technician II | 29.30 |
| 23593 - Metrology Technician III | 30.67 |
| 23640 - Millwright | 26.43 |
| 23710 - Office Appliance Repairer | 18.66 |
| 23760 - Painter Maintenance | 17.81 |
| 23790 - Pipefitter Maintenance | 26.55 |
| 23810 - Plumber Maintenance | 25.20 |
| 23820 - Pneudraulic Systems Mechanic | 24.42 |
| 23850 - Rigger | 26.09 |
| 23870 - Scale Mechanic | 22.00 |
| 23890 - Sheet-Metal Worker Maintenance | 22.12 |
| 23910 - Small Engine Mechanic | 19.51 |
| 23931 - Telecommunications Mechanic I | 29.53 |
| 23932 - Telecommunications Mechanic II | 30.96 |
| 23950 - Telephone Lineman | 30.45 |
| 23960 - Welder Combination Maintenance | 20.38 |
| 23965 - Well Driller | 20.65 |
| 23970 - Woodcraft Worker | 24.42 |
| 23980 - Woodworker | 19.15 |
| 24000 - Personal Needs Occupations | |
| 24550 - Case Manager | 18.06 |
| 24570 - Child Care Attendant | 11.76*** |
| 24580 - Child Care Center Clerk | 14.66*** |
| 24610 - Chore Aide | 10.04*** |
| 24620 - Family Readiness And Support Services Coordinator | 18.06 |
| 24630 - Homemaker | 18.06 |

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| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 30.15 |
| 25040 - Sewage Plant Operator | 21.18 |
| 25070 - Stationary Engineer | 30.15 |
| 25190 - Ventilation Equipment Tender | 21.29 |
| 25210 - Water Treatment Plant Operator | 21.18 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 20.64 |
| 27007 - Baggage Inspector | 14.10*** |
| 27008 - Corrections Officer | 24.04 |
| 27010 - Court Security Officer | 26.82 |
| 27030 - Detection Dog Handler | 16.92 |
| 27040 - Detention Officer | 24.04 |
| 27070 - Firefighter | 30.69 |
| 27101 - Guard I | 14.10*** |
| 27102 - Guard II | 16.92 |
| 27131 - Police Officer I | 31.39 |
| 27132 - Police Officer II | 34.89 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 14.42*** |
| 28042 - Carnival Equipment Repairer | 15.76 |
| 28043 - Carnival Worker | 10.37*** |
| 28210 - Gate Attendant/Gate Tender | 14.18*** |
| 28310 - Lifeguard | 11.19*** |
| 28350 - Park Attendant (Aide) | 15.86 |
| 28510 - Recreation Aide/Health Facility Attendant | 11.57*** |
| 28515 - Recreation Specialist | 19.34 |
| 28630 - Sports Official | 12.63*** |
| 28690 - Swimming Pool Operator | 18.88 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 28.80 |
| 29020 - Hatch Tender | 28.80 |
| 29030 - Line Handler | 28.80 |
| 29041 - Stevedore I | 26.91 |
| 29042 - Stevedore II | 29.99 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist Center (HFO) (see 2) | 43.42 |
| 30011 - Air Traffic Control Specialist Station (HFO) (see 2) | 29.95 |
| 30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) | 32.97 |
| 30021 - Archeological Technician I | 20.07 |
| 30022 - Archeological Technician II | 22.40 |
| 30023 - Archeological Technician III | 27.75 |
| 30030 - Cartographic Technician | 27.75 |
| 30040 - Civil Engineering Technician | 24.64 |
| 30051 - Cryogenic Technician I | 28.44 |
| 30052 - Cryogenic Technician II | 31.41 |
| 30061 - Drafter/CAD Operator I | 20.07 |
| 30062 - Drafter/CAD Operator II | 22.40 |
| 30063 - Drafter/CAD Operator III | 24.97 |
| 30064 - Drafter/CAD Operator IV | 30.73 |
| 30081 - Engineering Technician I | 17.56 |
| 30082 - Engineering Technician II | 19.70 |
| 30083 - Engineering Technician III | 22.03 |
| 30084 - Engineering Technician IV | 27.30 |
| 30085 - Engineering Technician V | 33.40 |
| 30086 - Engineering Technician VI | 40.41 |
| 30090 - Environmental Technician | 25.52 |
| 30095 - Evidence Control Specialist | 25.68 |
| 30210 - Laboratory Technician | 25.44 |
| 30221 - Latent Fingerprint Technician I | 26.84 |
| 30222 - Latent Fingerprint Technician II | 29.64 |
| 30240 - Mathematical Technician | 33.58 |
| 30361 - Paralegal/Legal Assistant I | 20.25 |
| 30362 - Paralegal/Legal Assistant II | 25.08 |
| 30363 - Paralegal/Legal Assistant III | 30.68 |

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| 30364 - Paralegal/Legal Assistant IV | 37.12 |
| 30375 - Petroleum Supply Specialist | 31.41 |
| 30390 - Photo-Optics Technician | 27.75 |
| 30395 - Radiation Control Technician | 31.41 |
| 30461 - Technical Writer I | 25.69 |
| 30462 - Technical Writer II | 31.42 |
| 30463 - Technical Writer III | 38.01 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 27.60 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 33.39 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 40.02 |
| 30494 - Unexploded (UXO) Safety Escort | 27.60 |
| 30495 - Unexploded (UXO) Sweep Personnel | 27.60 |
| 30501 - Weather Forecaster I | 28.44 |
| 30502 - Weather Forecaster II | 34.59 |
| 30620 - Weather Observer Combined Upper Air Or | (see 2) 24.97 |
| Surface Programs | |
| 30621 - Weather Observer Senior | (see 2) 25.68 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31010 - Airplane Pilot | 33.39 |
| 31020 - Bus Aide | 14.95*** |
| 31030 - Bus Driver | 21.81 |
| 31043 - Driver Courier | 17.15 |
| 31260 - Parking and Lot Attendant | 10.91*** |
| 31290 - Shuttle Bus Driver | 18.53 |
| 31310 - Taxi Driver | 13.24*** |
| 31361 - Truckdriver Light | 18.75 |
| 31362 - Truckdriver Medium | 20.50 |
| 31363 - Truckdriver Heavy | 23.34 |
| 31364 - Truckdriver Tractor-Trailer | 23.34 |
| 99000 - Miscellaneous Occupations | |
| 99020 - Cabin Safety Specialist | 16.28 |
| 99030 - Cashier | 11.14*** |
| 99050 - Desk Clerk | 11.75*** |
| 99095 - Embalmer | 24.25 |
| 99130 - Flight Follower | 27.60 |
| 99251 - Laboratory Animal Caretaker I | 13.18*** |
| 99252 - Laboratory Animal Caretaker II | 14.42*** |
| 99260 - Marketing Analyst | 37.40 |
| 99310 - Mortician | 26.46 |
| 99410 - Pest Controller | 23.95 |
| 99510 - Photofinishing Worker | 14.64*** |
| 99710 - Recycling Laborer | 20.02 |
| 99711 - Recycling Specialist | 24.59 |
| 99730 - Refuse Collector | 17.69 |
| 99810 - Sales Clerk | 13.65*** |
| 99820 - School Crossing Guard | 11.54*** |
| 99830 - Survey Party Chief | 29.08 |
| 99831 - Surveying Aide | 16.87 |
| 99832 - Surveying Technician | 21.23 |
| 99840 - Vending Machine Attendant | 15.15 |
| 99841 - Vending Machine Repairer | 18.89 |
| 99842 - Vending Machine Repairer Helper | 15.15 |

***Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 (\$15.00 per hour) or 13658 (\$11.25 per hour). Please see the Note at the top of the wage determination for more information. Please also note that the minimum wage requirements of Executive Order 14026 and 13658 are not currently being enforced as to contracts or contract-like instruments entered into with the federal government in connection with seasonal recreational services or seasonal recreational equipment rental for the general public on federal lands.

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.60 per hour up to 40 hours per week or \$184.00 per week or \$797.33 per month

HEALTH & WELFARE EO 13706: \$4.23 per hour up to 40 hours per week or \$169.20 per week or \$733.20 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 5 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Juneteenth National Independence Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than \$27.63 (or on a salary or fee basis at a rate not less than \$455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541.400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds \$27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees

who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

**** HAZARDOUS PAY DIFFERENTIAL ****

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary

affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However in those instances where the uniforms furnished are made of "wash and wear" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

**** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS ****

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

**** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) ****

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR 4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).
- 4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

Attachment J-8 Exemption (b) (4)

Attachment J-8 Exemption (b)(4)

Attachment J-8 Exemption (b) (4)

Attachment J-8 Exemption (b) (4)

Attachment J-8 Exemption (b) (4)

Attachment J-8 Exemption (b) (4)

Attachment J-8 Exemption (b) (4)

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CONTRACT DATA REQUIREMENTS LIST*(1 Data Item)*

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| A. CONTRACT LINE ITEM NO. | B. EXHIBIT | C. CATEGORY: TDP ____ TM ____ OTHER _____ |
| D. SYSTEM/ITEM | E. CONTRACT/PR NO. | F. CONTRACTOR |

16. REMARKS *(Continued)*

2. The Contractor shall provide a bracketed copy of the original signed, executed contract, attachments, and exhibits, with the modifications incorporated into the original contract as a conformed contract. The Contractor shall identify the last modification (P00NNN and date) incorporated into the contract.

3. Indicate with brackets, the information you determine is exempt from release, if any, and cite the FOIA Exemption(s) invoked within each bracketed area, pursuant to 5 USC 552. The brackets may be made electronically or hand marked with the FOIA Exemptions written in the margins.

4. The Contractor shall provide a cover letter addressing their justification and/or rationale for withholding data

| CONTRACT DATA REQUIREMENTS LIST (1 Data Item) | | | | | | Form Approved OMB No. 0704-0188 | | | | | | | | | | |
|---|--|--------------------------------|--|--|---|---|--|----------------------|-----------|---------------------------------|--|----------------------|-------|-------|--|-----|
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| A. CONTRACT LINE ITEM NO. | | B. EXHIBIT | | C. CATEGORY: TDP _____ TM _____ OTHER _____ | | | | | | | | | | | | |
| D. SYSTEM/ITEM TRICARE Pharmacy Program | | | E. CONTRACT/PR NO. HT940221C0007 | | F. CONTRACTOR Express Scripts, Inc (ESI) | | | | | | | | | | | |
| 1. DATA ITEM NO. A020 | 2. TITLE OF DATA ITEM MOU with DHA Communications | | | | 3. SUBTITLE Initial | | | | | | | | | | | |
| 4. AUTHORITY (Data Acquisition Document No.) | | | 5. CONTRACT REFERENCE CTR C.15.1.16.4 | | 6. REQUIRING OFFICE DHA Communications/Pharm Ops | | | | | | | | | | | |
| 7. DD 250 REQ N/A | 9. DIST STATEMENT REQUIRED D | 10. FREQUENCY See Block 16 | | 12. DATE OF FIRST SUBMISSION See Block 16 | | 14. DISTRIBUTION | | | | | | | | | | |
| 8. APP CODE N/A | | 11. AS OF DATE See Block 16 | | 13. DATE OF SUBSEQUENT SUBMISSION See Block 16 | | <table border="1" style="width: 100%; border-collapse: collapse;"> <tr> <th style="text-align: left;">a. ADDRESSEE</th> <th colspan="3" style="text-align: left;">b. COPIES</th> </tr> <tr> <td rowspan="2"></td> <td rowspan="2" style="text-align: center;">Draft</td> <td colspan="2" style="text-align: center;">Final</td> </tr> <tr> <td style="text-align: center;">Reg</td> <td style="text-align: center;">Repro</td> </tr> </table> | | a. ADDRESSEE | b. COPIES | | | | Draft | Final | | Reg |
| a. ADDRESSEE | b. COPIES | | | | | | | | | | | | | | | |
| | Draft | Final | | | | | | | | | | | | | | |
| | | Reg | Repro | | | | | | | | | | | | | |
| 16. REMARKS FIRST SUBMISSION: Frequency: One Time Reporting Period Start Date: Transition-In Due Date: 30 days after meeting with DHA Communications and within 120 days after post award meeting SUBSEQUENT SUBMISSION: Frequency: Annual (Option Period) Reporting Period Start Date: Start of service delivery Due Date: Within 1 year of previous submission, the Contractor shall submit an updated MOU or notification to the Government that the MOU has been reviewed and that no updates are required. PHI/PII: No FILE FORMAT: Mutually agreed upon format CONTENT DETAILS; The Contractor shall establish a Memorandum of Understanding (MOU) with DHA Communications and submit to the Government. The MOU will be reviewed annually. | | | | | Submit through the | | | | | | | | | | | |
| | | | | | DHA e-Commerce | | | | | | | | | | | |
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| | | | | | G. PREPARED BY Teisha A Robertson | | | H. DATE 4/19/2021 | | I. APPROVED BY Henry J Gibbs | | J. DATE 4/19/2021 | | | | |

17. PRICE GROUP

18. ESTIMATED
TOTAL PRICE

| CONTRACT DATA REQUIREMENTS LIST (1 Data Item) | | | | | | Form Approved OMB No. 0704-0188 | | | | | | |
|---|--|--------------------------------|--|--|---|------------------------------------|-----|----------------------|--|---------------------------------|---|----------------------|
| The public reporting burden for this collection of information is estimated to average 110 hours per response, including the time for reviewing instructions, searching existing data sources, gathering and maintaining the data needed, and completing and reviewing the collection of information. Send comments regarding this burden estimate or any other aspect of this collection of information, including suggestions for reducing the burden, to the Department of Defense, Executive Services and Communications Directorate (0704-0188). Respondents should be aware that notwithstanding any other provision of law, no person shall be subject to any penalty for failing to comply with a collection of information if it does not display a currently valid OMB control number. Please do not return your form to the above organization. Send completed form to the Government Issuing Contracting Officer for the Contract/PR No. listed in Block E. | | | | | | | | | | | | |
| A. CONTRACT LINE ITEM NO. | | B. EXHIBIT | | C. CATEGORY: TDP _____ TM _____ OTHER _____ | | | | | | | | |
| D. SYSTEM/ITEM TRICARE Pharmacy Program | | | E. CONTRACT/PR NO. HT940221C0007 | | F. CONTRACTOR Express Scripts, Inc (ESI) | | | | | | | |
| 1. DATA ITEM NO. A021 | 2. TITLE OF DATA ITEM MOU with Pharmacy Data Warehouse (PDW) Contractor | | | | 3. SUBTITLE REV on 12/03/2021 | | | | | | | |
| 4. AUTHORITY (Data Acquisition Document No.) | | | 5. CONTRACT REFERENCE CTR C.15.1.16.4 | | 6. REQUIRING OFFICE Pharm Ops | | | | | | | |
| 7. DD 250 REQ N/A | 9. DIST STATEMENT REQUIRED | 10. FREQUENCY See Block 16 | 12. DATE OF FIRST SUBMISSION See Block 16 | | 14. DISTRIBUTION | | | | | | | |
| 8. APP CODE N/A | D | 11. AS OF DATE See Block 16 | 13. DATE OF SUBSEQUENT SUBMISSION See Block 16 | | a. ADDRESSEE | b. COPIES | | | | | | |
| | | | | Draft | | Fina 1 | Reg | Repro | | | | |
| 16. REMARKS FIRST SUBMISSION: Frequency: One Time Reporting Period Start Date: Transition-In Due Date: 180 calendar days prior to start of service delivery SUBSEQUENT SUBMISSION: Frequency: Annual (Option Period) Reporting Period Start Date: Start of service delivery Due Date: Within 1 year of previous submission, the Contractor shall submit an updated MOU or notification to the Government that the MOU has been reviewed and no updates are required. PHI/PII: No FILE FORMAT: Mutually agreed upon format CONTENT DETAILS: The Contractor shall establish a Memorandum of Understanding (MOU) with the Pharmacy Data Warehouse Contractor and submit to the Government. The MOU will be reviewed annually. | | | | | Submit through the | | | | | | | |
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17. PRICE GROUP

18. ESTIMATED
TOTAL PRICE

| CONTRACT DATA REQUIREMENTS LIST (1 Data Item) | | | | | | Form Approved OMB No. 0704-0188 | | | | | | | | |
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| A. CONTRACT LINE ITEM NO. | | B. EXHIBIT | | C. CATEGORY: TDP _____ TM _____ OTHER _____ | | | | | | | | | | |
| D. SYSTEM/ITEM TRICARE Pharmacy Program | | | E. CONTRACT/PR NO. HT940221C0007 | | F. CONTRACTOR Express Scripts, Inc (ESI) | | | | | | | | | |
| 1. DATA ITEM NO. A022 | 2. TITLE OF DATA ITEM MOU with MHS GENESIS Contractor | | | | 3. SUBTITLE Initial | | | | | | | | | |
| 4. AUTHORITY (Data Acquisition Document No.) | | | 5. CONTRACT REFERENCE CTR C.15.1.16.4 | | 6. REQUIRING OFFICE Pharm Ops | | | | | | | | | |
| 7. DD 250 REQ N/A | 9. DIST STATEMENT REQUIRED D | 10. FREQUENCY See Block 16 | | 12. DATE OF FIRST SUBMISSION See Block 16 | | 14. DISTRIBUTION | | | | | | | | |
| 8. APP CODE N/A | | 11. AS OF DATE See Block 16 | | 13. DATE OF SUBSEQUENT SUBMISSION See Block 16 | | a. ADDRESSEE | | b. COPIES | | | | | | |
| 16. REMARKS FIRST SUBMISSION: Frequency: One Time Reporting Period Start Date: Transition-In Due Date: 90 calendar days after post award meeting SUBSEQUENT SUBMISSION: Frequency: Annual (Option Period) Reporting Period Start Date: Start of service delivery Due Date: Within 1 year of previous submission, the Contractor shall submit an updated MOU or notification to the Government that the MOU has been reviewed and no updates are required. PHI/PII: No FILE FORMAT: Mutually agreed upon format CONTENT DETAILS: The Contractor shall establish a Memorandum of Understanding (MOU) with MHS GENESIS Contractor and submit to the Government. The MOU will be reviewed annually. | | | | | | Draft | | Final | | | | | | |
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17. PRICE GROUP

18. ESTIMATED
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| CONTRACT DATA REQUIREMENTS LIST (1 Data Item) | | | | | | Form Approved OMB No. 0704-0188 | | |
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| A. CONTRACT LINE ITEM NO. | | B. EXHIBIT | | C. CATEGORY: TDP _____ TM _____ OTHER _____ | | | | |
| D. SYSTEM/ITEM TRICARE Pharmacy Program | | | E. CONTRACT/PR NO. HT940221C0007 | | F. CONTRACTOR Express Scripts, Inc (ESI) | | | |
| 1. DATA ITEM NO. A023 | 2. TITLE OF DATA ITEM MOU with MCSC - East Region | | | | 3. SUBTITLE Initial | | | |
| 4. AUTHORITY (Data Acquisition Document No.) | | | 5. CONTRACT REFERENCE CTR C.15.1.16.4 | | 6. REQUIRING OFFICE Pharm Ops | | | |
| 7. DD 250 REQ N/A | 9. DIST STATEMENT REQUIRED D | 10. FREQUENCY See Block 16 | | 12. DATE OF FIRST SUBMISSION See Block 16 | | 14. DISTRIBUTION | | |
| 8. APP CODE N/A | | 11. AS OF DATE See Block 16 | | 13. DATE OF SUBSEQUENT SUBMISSION See Block 16 | | a. ADDRESSEE | | |
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| G. PREPARED BY Natalie M Jones | | | H. DATE 4/19/2021 | | I. APPROVED BY Henry J Gibbs | | J. DATE 4/19/2021 | |

17. PRICE GROUP

18. ESTIMATED
TOTAL PRICE

| CONTRACT DATA REQUIREMENTS LIST (1 Data Item) | | | | | | Form Approved OMB No. 0704-0188 | | | | | | | | |
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| A. CONTRACT LINE ITEM NO. | | B. EXHIBIT | | C. CATEGORY: TDP _____ TM _____ OTHER _____ | | | | | | | | | | |
| D. SYSTEM/ITEM TRICARE Pharmacy Program | | | E. CONTRACT/PR NO. HT940221C0007 | | F. CONTRACTOR Express Scripts, Inc (ESI) | | | | | | | | | |
| 1. DATA ITEM NO. A024 | 2. TITLE OF DATA ITEM MOU with MCSC - West Region | | | | 3. SUBTITLE Initial | | | | | | | | | |
| 4. AUTHORITY (Data Acquisition Document No.) | | | 5. CONTRACT REFERENCE CTR C.15.1.16.4 | | 6. REQUIRING OFFICE Pharm Ops | | | | | | | | | |
| 7. DD 250 REQ N/A | 9. DIST STATEMENT REQUIRED D | 10. FREQUENCY See Block 16 | | 12. DATE OF FIRST SUBMISSION See Block 16 | | 14. DISTRIBUTION | | | | | | | | |
| 8. APP CODE N/A | | 11. AS OF DATE See Block 16 | | 13. DATE OF SUBSEQUENT SUBMISSION See Block 16 | | a. ADDRESSEE | | | | | | | | |
| 16. REMARKS FIRST SUBMISSION: Frequency: One Time Reporting Period Start Date: Transition-In Due Date: 180 calendar days after post award meeting SUBSEQUENT SUBMISSION: Frequency: Annual (Option Period) Reporting Period Start Date: Start of service delivery Due Date: Within 1 year of previous submission, the Contractor shall submit an updated MOU or notification to the Government that the MOU has been reviewed and no updates required. PHI/PII: No FILE FORMAT: Mutually agreed upon format CONTENT DETAILS: The Contractor shall establish a Memorandum of Understanding (MOU) with each regional Managed Care Support Contractor (MCSC) for the purpose of addressing areas of necessary cooperation between the contractors. This may include, exchange of data, points of contact for areas such as program integrity, clinical support programs (including coordination of care for patients who are enrolled in case management under a medical Contractor), third-party liability, claims jurisdiction issues and any other requirements under this contract. The MOU will address the frequency and format of all data exchanged by the contractors. | | | | | | b. COPIES | | | | | | | | |
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| CONTRACT DATA REQUIREMENTS LIST (1 Data Item) | | | | | | Form Approved OMB No. 0704-0188 | | | | | | | | |
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| A. CONTRACT LINE ITEM NO. | | B. EXHIBIT | | C. CATEGORY: TDP _____ TM _____ OTHER _____ | | | | | | | | | | |
| D. SYSTEM/ITEM TRICARE Pharmacy Program | | | E. CONTRACT/PR NO. HT940221C0007 | | F. CONTRACTOR Express Scripts, Inc (ESI) | | | | | | | | | |
| 1. DATA ITEM NO. A025 | 2. TITLE OF DATA ITEM MOU with DHA Compliance Review Contractor | | | | 3. SUBTITLE Initial | | | | | | | | | |
| 4. AUTHORITY (Data Acquisition Document No.) | | | 5. CONTRACT REFERENCE CTR C.15.1.16.4 | | 6. REQUIRING OFFICE CRM/Pharm Ops | | | | | | | | | |
| 7. DD 250 REQ N/A | 9. DIST STATEMENT REQUIRED D | 10. FREQUENCY See Block 16 | | 12. DATE OF FIRST SUBMISSION See Block 16 | | 14. DISTRIBUTION | | | | | | | | |
| 8. APP CODE N/A | | 11. AS OF DATE See Block 16 | | 13. DATE OF SUBSEQUENT SUBMISSION See Block 16 | | a. ADDRESSEE | | b. COPIES | | | | | | |
| 16. REMARKS FIRST SUBMISSION: Frequency: One Time Reporting Period Start Date: Transition-In Due Date: 90 calendar days before start of service delivery SUBSEQUENT SUBMISSION: Frequency: Annual (Option Period) Reporting Period Start Date: Start of service delivery Due Date: 30 calendar days before start of reporting period, the Contractor shall submit an updated MOU or notification to the Government that the MOU has been reviewed and no updates are required PHI/PII: No FILE FORMAT: Mutually agreed upon format CONTENT DETAILS: The Contractor shall execute a Memorandum of Understanding with the TRICARE Claims Review Services (TCRS) External Compliance Review Contractor for the safe, secure, and positive electronic transmittal of claims processing documentation/information. The Contractor shall establish a process for accepting claims review documentation via a secure file transfer protocol (SFTP). At a minimum the MOU shall address: * Any necessary cooperation and exchange of information; * Identify contract points of contact (POCs); * Appropriate system resources; * Node information (if appropriate); * File organization and naming conventions * Documentation- format (i.e., word, .pdf, etc.) The MOU will specifically address the frequency of file transmissions, receipt confirmation procedures (i.e., file acceptance or rejection), file and document formatting and any additional information needed to ensure the successful acceptance and utilization of claims documentation. | | | | | | Draft | | Final | | | | | | |
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| | | | | | | G. PREPARED BY Beth M Spearman | | | H. DATE 4/19/2021 | | I. APPROVED BY Henry J Gibbs | | J. DATE 4/19/2021 | |

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| A. CONTRACT LINE ITEM NO. | | B. EXHIBIT N/A | | C. CATEGORY: TDP _____ TM _____ OTHER _____ | | | | | | | | | | |
| D. SYSTEM/ITEM TRICARE Pharmacy Program | | | E. CONTRACT/PR NO. HT940221C0007 | | F. CONTRACTOR Express Scripts, Inc (ESI) | | | | | | | | | |
| 1. DATA ITEM NO. A030 | 2. TITLE OF DATA ITEM Continuity of Operations Plan | | | | 3. SUBTITLE Initial | | | | | | | | | |
| 4. AUTHORITY (Data Acquisition Document No.) | | | 5. CONTRACT REFERENCE CTR C.14.10.1 | | 6. REQUIRING OFFICE Pharm Ops | | | | | | | | | |
| 7. DD 250 REQ N/A | 9. DIST STATEMENT REQUIRED D | 10. FREQUENCY See Block 16 | | 12. DATE OF FIRST SUBMISSION See Block 16 | | 14. DISTRIBUTION | | | | | | | | |
| 8. APP CODE N/A | | 11. AS OF DATE See Block 16 | | 13. DATE OF SUBSEQUENT SUBMISSION See Block 16 | | a. ADDRESSEE | | b. COPIES | | | | | | |
| 16. REMARKS FIRST SUBMISSION: Frequency: One Time Reporting Period Start Date: Start of service delivery Due Date: 90 calendar days before start of service delivery SUBSEQUENT SUBMISSION: Frequency: Annual (Option Period) Reporting Period Start Date: Start of service delivery Due Date: 30 calendar days before start of reporting period PHI/PII: No FILE FORMAT: PDF CONTENT DETAILS: The contractor shall submit a Continuity of Operations Plan (COOP) developed in accordance with the requirements of the TRICARE Systems Manual, Chapter 1, Section 1.1. Additionally, the COOP shall address how all contract services will be restored after an emergency event. This includes situations of both short and long duration and disruptions, both internal and external to the contractor. The COOP shall be written to meet all performance standards established in this contract, including the restoration of critical functions within 24 hours. | | | | | | Draft | | Final | | | | | | |
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| | | | | | | G. PREPARED BY Melissa J Yates | | | H. DATE 4/19/2021 | | I. APPROVED BY Henry J Gibbs | | J. DATE 4/19/2021 | |

17. PRICE GROUP

18. ESTIMATED
TOTAL PRICE

| CONTRACT DATA REQUIREMENTS LIST (1 Data Item) | | | | | | Form Approved OMB No. 0704-0188 | | | | | |
|--|--|--|--|--|--|------------------------------------|-----------|---------------------------------|---|---------------------|---|
| <small>The public reporting burden for this collection of information is estimated to average 110 hours per response, including the time for reviewing instructions, searching existing data sources, gathering and maintaining the data needed, and completing and reviewing the collection of information. Send comments regarding this burden estimate or any other aspect of this collection of information, including suggestions for reducing the burden, to the Department of Defense, Executive Services and Communications Directorate (0704-0188). Respondents should be aware that notwithstanding any other provision of law, no person shall be subject to any penalty for failing to comply with a collection of information if it does not display a currently valid OMB control number. Please do not return your form to the above organization. Send completed form to the Government Issuing Contracting Officer for the Contract/PR No. listed in Block E.</small> | | | | | | | | | | | |
| A. CONTRACT LINE ITEM NO. | | B. EXHIBIT N/A | | C. CATEGORY: TDP _____ TM _____ OTHER _____ | | | | | | | |
| D. SYSTEM/ITEM TRICARE Pharmacy Program | | E. CONTRACT/PR NO. HT940221C0007 | | F. CONTRACTOR Express Scripts, Inc (ESI) | | | | | | | |
| 1. DATA ITEM NO. A031 | 2. TITLE OF DATA ITEM Disaster Recovery Test Results Report | | | 3. SUBTITLE REV on 2/7/2022 | | | | | | | |
| 4. AUTHORITY (Data Acquisition Document No.) | | 5. CONTRACT REFERENCE CTR C.14.10.1 | | 6. REQUIRING OFFICE Pharm Ops | | | | | | | |
| 7. DD 250 REQ N/A | 9. DIST STATEMENT REQUIRED | 10. FREQUENCY See Block 16 | 12. DATE OF FIRST SUBMISSION See Block 16 | 14. DISTRIBUTION | | | | | | | |
| 8. APP CODE N/A | D | 11. AS OF DATE See Block 16 | 13. DATE OF SUBSEQUENT SUBMISSION See Block 16 | a. ADDRESSEE | | b. COPIES | | | | | |
| | | | | | | Draft | Fina 1 | | | | |
| 16. REMARKS FIRST SUBMISSION: Frequency: Annual (Option Period) Reporting Period Start Date: Start of service delivery Due Date: 10 days after completion of Disaster Recovery Testing SUBSEQUENT SUBMISSION: CONTINUE FROM FIRST SUBMISSION PHI/PII: No FILE FORMAT: PDF CONTENT DETAILS: Testing and reporting shall be completed no later than June 30th of each year and in accordance with TRICARE System Manual, Chapter 1, Section 1.1. The contractor shall test the disaster recovery plan as established in the Continuity of Operations Plan (COOP) and provide results to the Government in accordance with TSM Chapter 1, Section 1.1. | | | | Submit through the | | | | | | | |
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| | | | | G. PREPARED BY Natalie Jones | | H. DATE 2/7/2022 | | I. APPROVED BY Henry J Gibbs | | J. DATE 2/7/2022 | |

17. PRICE GROUP

18. ESTIMATED
TOTAL PRICE

| CONTRACT DATA REQUIREMENTS LIST (1 Data Item) | | | | | | Form Approved OMB No. 0704-0188 | | | | | | | | |
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| The public reporting burden for this collection of information is estimated to average 110 hours per response, including the time for reviewing instructions, searching existing data sources, gathering and maintaining the data needed, and completing and reviewing the collection of information. Send comments regarding this burden estimate or any other aspect of this collection of information, including suggestions for reducing the burden, to the Department of Defense, Executive Services and Communications Directorate (0704-0188). Respondents should be aware that notwithstanding any other provision of law, no person shall be subject to any penalty for failing to comply with a collection of information if it does not display a currently valid OMB control number. Please do not return your form to the above organization. Send completed form to the Government Issuing Contracting Officer for the Contract/PR No. listed in Block E. | | | | | | | | | | | | | | |
| A. CONTRACT LINE ITEM NO. | | B. EXHIBIT | | C. CATEGORY: TDP _____ TM _____ OTHER _____ | | | | | | | | | | |
| D. SYSTEM/ITEM TRICARE Pharmacy Program | | | E. CONTRACT/PR NO. HT940221C0007 | | F. CONTRACTOR Express Scripts, Inc (ESI) | | | | | | | | | |
| 1. DATA ITEM NO. A040 | 2. TITLE OF DATA ITEM NIST Certification of Compliance Report | | | | 3. SUBTITLE Initial | | | | | | | | | |
| 4. AUTHORITY (Data Acquisition Document No.) | | | 5. CONTRACT REFERENCE TSM C1 S1.1 | | 6. REQUIRING OFFICE Pharm Ops | | | | | | | | | |
| 7. DD 250 REQ N/A | 9. DIST STATEMENT REQUIRED | 10. FREQUENCY See Block 16 | | 12. DATE OF FIRST SUBMISSION See Block 16 | | 14. DISTRIBUTION | | | | | | | | |
| 8. APP CODE N/A | D | 11. AS OF DATE See Block 16 | | 13. DATE OF SUBSEQUENT SUBMISSION See Block 16 | | a. ADDRESSEE | | b. COPIES | | | | | | |
| | | | | | | Draft | Final Reg Repro | | | | | | | |
| 16. REMARKS FIRST SUBMISSION: Frequency: One Time Reporting Period Start Date: Transition-In Due Date: Within 30 calendar days after the start of contract Transition-In SUBSEQUENT SUBMISSION: Frequency: Annual (Option Period) Reporting Period Start Date: Start of service delivery Due Date: 30 days before the start of each option period exercised; Resubmission within 30 days after any change in compliance with any of the Information Assurance (IA) controls listed on the checklist. PHI/PII: No FILE FORMAT: No specific file format required CONTENT DETAILS: The Contractor shall submit a completed/signed Checklist and Certification for Minimum Level of Enhanced Safeguarding for DoD Controlled Unclassified Information and any applicable Written Determinations to document compliance with Information Assurance (IA) controls that are shown in the Checklist. 1. Checklist Completion Instructions: a. Compliance Statement - The Contractor shall select the appropriate response from the form's drop down list to indicate its compliance with specific IA controls. b. Assessment Method - The Contractor shall select one or more appropriate NIST-based method(s) to show how it assessed corporate compliance with the specific IA control. Details about the assessment methods, which differ for each control and are reflected in the NIST SP 800-171 (Rev 1) June 7, 2018 and NIST SP 800-171A June 13, 2018. <div style="text-align: center;">Continued on Page 2</div> | | | | | | Submit through the | | | | | | | | |
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17. PRICE GROUP

18. ESTIMATED
TOTAL PRICE

CONTRACT DATA REQUIREMENTS LIST*(1 Data Item)*

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| A. CONTRACT LINE ITEM NO. | B. EXHIBIT | C. CATEGORY: TDP ____ TM ____ OTHER _____ |
| D. SYSTEM/ITEM | E. CONTRACT/PR NO. | F. CONTRACTOR |

16. REMARKS *(Continued)*

2. Written Determination Report (WDR) – If the Contractor indicates either “No” or “N/A” for any IA control listed on the Checklist, the Contractor will submit a WDR, using a format developed by DHA, to explain its decision rationale and/or mitigating course of action(s). The WDR shall comply with the following instructions.

a. Tracking Number to support clear communications: the Contractor shall list a simple tracking number at the top of the WDR for each IA control referenced.

b. Vulnerability Reporting:

1) Single Vulnerability – If an IA control has a single vulnerability, then the Contractor shall list the planned mitigation activity and date in the WDR.

2) Multiple Vulnerabilities – If an IA control has multiple vulnerabilities with the same mitigation date, then the Contractor shall list them all in the same WDR. If an IA control has multiple vulnerabilities with different mitigation dates, then the Contractor shall group them by date and list the groups in separate WDR.

c. Mitigation Dates – When the Contractor resubmits the Checklist and associated WDR, the Contractor must always list the actual date – rather than the planned date – for when it completed mitigation activities for an identified vulnerability

Checklist and Certification for Minimum Level of Enhanced Safeguarding for DoD Controlled Unclassified Information (CUI)

Contract [Insert TRICARE Contract #]

Processed in accordance with provisions of [insert reference #] and CDRL [insert CDRL #]

CERTIFICATION: I certify that I am an official representative for [insert name of contractor], that I have authority to sign this document and obligate [insert name of contractor] to the statements made in this document, and that I have personal knowledge of the matters to which this certification applies. I also certify that [insert name of contractor] is in compliance with the enhanced safeguarding requirements identified within the contract clause stated above and for which [insert name of contractor] has below indicated its compliance, and that the statements set forth in this document and any associated written determinations submitted herewith are true and correct to the best of [insert name of contractor]'s knowledge."

Signature:

Date:

Enter a date

Name:

Title:

Company:

DHA

6/1/2018

Note: "Contractors may insert one or multiple potential options in the Assessment Methods column. Organizations are not expected to employ *all* assessment methods and objectives contained within the assessment procedures. Rather they have the flexibility to determine the level of effort needed and the assurance required for an assessment. The organization employs Audit Review, through proper Integration / Scanning and Monitoring Capabilities that identify the breadth and depth of coverage. The correlation of information through vulnerability scanning determines the veracity through continuous monitoring for vulnerabilities and correlating attack detection events. The resulting methods will provide the government contractor documentation of the "depth and rigor" used in assessing the required Information Assurance Controls. The contractor must ensure that the security controls required by the contract are implemented correctly, operating as intended, and support the security policies of the Defense Health Agency."

Note: Requirements derived from NIST SP 800-171, Chapter 3. Assessment Objectives and Methods derived from NIST SP 800-171A, Chapter 3.

Checklist and Certification for Minimum Level of Enhanced Safeguarding for DoD Controlled Unclassified Information (CUI)

NIST SP 800-171 & 800-171A

Contract [Insert TRICARE Contract #]

Processed in accordance with provisions of [insert reference #] and CDRL [insert CDRL #]

| FAM | CTRL# | REQUIREMENTS | COMPLIANCE | ASSESSMENT OBJECTIVE (Determine if ...) | IMPLEMENTED | SELECT ASSESSMENT METHOD(S) | | | DATE |
|-----|-------|---|---------------|---|---------------|----------------------------------|------------------------------------|-------------------------------|---------------|
| AC | 3.1.1 | Limit information system access to authorized users, processes acting on behalf of authorized users, or devices (including other systems) | Select Answer | 3.1.1[a] authorized users are identified | Select Answer | <input type="checkbox"/> EXAMINE | <input type="checkbox"/> INTERVIEW | <input type="checkbox"/> TEST | Enter a date. |
| | | | | 3.1.1[b] processes acting on behalf of authorized users are identified | Select Answer | <input type="checkbox"/> EXAMINE | <input type="checkbox"/> INTERVIEW | <input type="checkbox"/> TEST | Enter a date. |
| | | | | 3.1.1[c] devices (including other systems) authorized to connect to the system are identified | Select Answer | <input type="checkbox"/> EXAMINE | <input type="checkbox"/> INTERVIEW | <input type="checkbox"/> TEST | Enter a date. |
| | | | | 3.1.1[d] system access is limited to authorized users | Select Answer | <input type="checkbox"/> EXAMINE | <input type="checkbox"/> INTERVIEW | <input type="checkbox"/> TEST | Enter a date. |
| | | | | 3.1.1[e] system access is limited to processes acting on behalf of authorized users | Select Answer | <input type="checkbox"/> EXAMINE | <input type="checkbox"/> INTERVIEW | <input type="checkbox"/> TEST | Enter a date. |
| | | | | 3.1.1[f] system access is limited to authorized devices (including other systems) | Select Answer | <input type="checkbox"/> EXAMINE | <input type="checkbox"/> INTERVIEW | <input type="checkbox"/> TEST | Enter a date. |
| AC | 3.1.2 | Limit information system access to the types of transactions and functions that authorized users are permitted to execute | Select Answer | 3.1.2[a] the types of transactions and functions that authorized users are permitted to execute are defined | Select Answer | <input type="checkbox"/> EXAMINE | <input type="checkbox"/> INTERVIEW | <input type="checkbox"/> TEST | Enter a date. |
| | | | | 3.1.2[b] system access is limited to the defined types of transactions and functions for authorized users | Select Answer | <input type="checkbox"/> EXAMINE | <input type="checkbox"/> INTERVIEW | <input type="checkbox"/> TEST | Enter a date. |
| | | Control the flow of CUI in accordance | | 3.1.3[a] information flow control policies are defined | Select Answer | <input type="checkbox"/> EXAMINE | <input type="checkbox"/> INTERVIEW | <input type="checkbox"/> TEST | Enter a date. |

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|----|-------|--|---------------|----------|---|---------------|----------------------------------|------------------------------------|-------------------------------|---------------|
| AC | 3.1.3 | with approved authorizations | Select Answer | 3.1.3[b] | methods and enforcement mechanisms for controlling the flow of CUI are defined | Select Answer | <input type="checkbox"/> EXAMINE | <input type="checkbox"/> INTERVIEW | <input type="checkbox"/> TEST | Enter a date. |
| | | | | 3.1.3[c] | designated sources and destinations (e.g., networks, individuals, and devices) for CUI within systems and between interconnected systems are identified | Select Answer | <input type="checkbox"/> EXAMINE | <input type="checkbox"/> INTERVIEW | <input type="checkbox"/> TEST | Enter a date. |
| | | | | 3.1.3[d] | authorizations for controlling the flow of CUI are defined | Select Answer | <input type="checkbox"/> EXAMINE | <input type="checkbox"/> INTERVIEW | <input type="checkbox"/> TEST | Enter a date. |
| | | | | 3.1.3[e] | approved authorizations for controlling the flow of CUI are enforced | Select Answer | <input type="checkbox"/> EXAMINE | <input type="checkbox"/> INTERVIEW | <input type="checkbox"/> TEST | Enter a date. |
| AC | 3.1.4 | Separate the duties of individuals to reduce the risk of malevolent activity without collusion | Select Answer | 3.1.4[a] | the duties of individuals requiring separation to reduce the risk of malevolent activity are defined | Select Answer | <input type="checkbox"/> EXAMINE | <input type="checkbox"/> INTERVIEW | <input type="checkbox"/> TEST | Enter a date. |
| | | | | 3.1.4[b] | organization-defined duties of individuals requiring separation are separated | Select Answer | <input type="checkbox"/> EXAMINE | <input type="checkbox"/> INTERVIEW | <input type="checkbox"/> TEST | Enter a date. |
| | | | | 3.1.4[c] | separate accounts for individuals whose duties and accesses must be separated to reduce the risk of malevolent activity or collusion are established | Select Answer | <input type="checkbox"/> EXAMINE | <input type="checkbox"/> INTERVIEW | <input type="checkbox"/> TEST | Enter a date. |
| AC | 3.1.5 | Employ the principle of least privilege, including for specific security functions and privileged accounts | Select Answer | 3.1.5[a] | privileged accounts are identified | Select Answer | <input type="checkbox"/> EXAMINE | <input type="checkbox"/> INTERVIEW | <input type="checkbox"/> TEST | Enter a date. |
| | | | | 3.1.5[b] | access to privileged accounts is authorized in accordance with the principle of least privilege | Select Answer | <input type="checkbox"/> EXAMINE | <input type="checkbox"/> INTERVIEW | <input type="checkbox"/> TEST | Enter a date. |
| | | | | 3.1.5[c] | security functions are identified | Select Answer | <input type="checkbox"/> EXAMINE | <input type="checkbox"/> INTERVIEW | <input type="checkbox"/> TEST | Enter a date. |
| | | | | 3.1.5[d] | access to security functions is authorized in accordance with the principle of least privilege | Select Answer | <input type="checkbox"/> EXAMINE | <input type="checkbox"/> INTERVIEW | <input type="checkbox"/> TEST | Enter a date. |

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| AC | 3.1.6 | Use non-privileged accounts or roles when accessing nonsecurity functions | Select Answer | 3.1.6[a] | nonsecurity functions are identified | Select Answer | <input type="checkbox"/> EXAMINE | <input type="checkbox"/> INTERVIEW | <input type="checkbox"/> TEST | Enter a date |
| | | | | 3.1.6[b] | users are required to use non-privileged accounts or roles when accessing nonsecurity functions | Select Answer | <input type="checkbox"/> EXAMINE | <input type="checkbox"/> INTERVIEW | <input type="checkbox"/> TEST | Enter a date |
| AC | 3.1.7 | Prevent non-privileged users from executing privileged functions and audit the execution of such functions. | Select Answer | 3.1.7[a] | privileged functions are defined | Select Answer | <input type="checkbox"/> EXAMINE | <input type="checkbox"/> INTERVIEW | <input type="checkbox"/> TEST | Enter a date |
| | | | | 3.1.7[b] | non-privileged users are defined | Select Answer | <input type="checkbox"/> EXAMINE | <input type="checkbox"/> INTERVIEW | <input type="checkbox"/> TEST | Enter a date |
| | | | | 3.1.7[c] | non-privileged users are prevented from executing privileged functions | Select Answer | <input type="checkbox"/> EXAMINE | <input type="checkbox"/> INTERVIEW | <input type="checkbox"/> TEST | Enter a date |
| | | | | 3.1.7[d] | the execution of privileged functions is captured in audit logs | Select Answer | <input type="checkbox"/> EXAMINE | <input type="checkbox"/> INTERVIEW | <input type="checkbox"/> TEST | Enter a date |
| AC | 3.1.8 | Limit unsuccessful logon attempts | Select Answer | 3.1.8[a] | the means of limiting unsuccessful logon attempts is defined | Select Answer | <input type="checkbox"/> EXAMINE | <input type="checkbox"/> INTERVIEW | <input type="checkbox"/> TEST | Enter a date |
| | | | | 3.1.8[b] | the defined means of limiting unsuccessful logon attempts is implemented | Select Answer | <input type="checkbox"/> EXAMINE | <input type="checkbox"/> INTERVIEW | <input type="checkbox"/> TEST | Enter a date |
| AC | 3.1.9 | Privacy and security notices required by CUI-specified rules are identified, consistent, and associated with the specific CUI category | Select Answer | 3.1.9[a] | privacy and security notices required by CUI-specified rules are identified, consistent, and associated with the specific CUI category | Select Answer | <input type="checkbox"/> EXAMINE | <input type="checkbox"/> INTERVIEW | <input type="checkbox"/> TEST | Enter a date |
| | | | | 3.1.9[b] | privacy and security notices are displayed | Select Answer | <input type="checkbox"/> EXAMINE | <input type="checkbox"/> INTERVIEW | <input type="checkbox"/> TEST | Enter a date |
| AC | 3.1.10 | Use session lock with pattern-hiding displays to prevent access/viewing of data after a period of inactivity | Select Answer | 3.1.10[a] | the period of inactivity after which the system initiates a session lock is defined | Select Answer | <input type="checkbox"/> EXAMINE | <input type="checkbox"/> INTERVIEW | <input type="checkbox"/> TEST | Enter a date |
| | | | | 3.1.10[b] | access to the system and viewing of data is prevented by initiating a session lock after the defined period of inactivity | Select Answer | <input type="checkbox"/> EXAMINE | <input type="checkbox"/> INTERVIEW | <input type="checkbox"/> TEST | Enter a date |

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| | | | | 3.1.10[c] | previously visible information is concealed via a pattern-hiding display after the defined period of inactivity | Select Answer | <input type="checkbox"/> EXAMINE | <input type="checkbox"/> INTERVIEW | <input type="checkbox"/> TEST | Enter a date |
| AC | 3.1.11 | Terminate (automatically) a user session after a defined condition | Select Answer | 3.1.11[a] | conditions requiring a user session to terminate are defined | Select Answer | <input type="checkbox"/> EXAMINE | <input type="checkbox"/> INTERVIEW | <input type="checkbox"/> TEST | Enter a date |
| | | | | 3.1.11[b] | a user session is automatically terminated after any of the defined conditions occur | Select Answer | <input type="checkbox"/> EXAMINE | <input type="checkbox"/> INTERVIEW | <input type="checkbox"/> TEST | Enter a date |
| AC | 3.1.12 | Monitor and control remote access sessions | Select Answer | 3.1.12[a] | remote access sessions are permitted | Select Answer | <input type="checkbox"/> EXAMINE | <input type="checkbox"/> INTERVIEW | <input type="checkbox"/> TEST | Enter a date |
| | | | | 3.1.12[b] | the types of permitted remote access are identified | Select Answer | <input type="checkbox"/> EXAMINE | <input type="checkbox"/> INTERVIEW | <input type="checkbox"/> TEST | Enter a date |
| | | | | 3.1.12[c] | remote access sessions are controlled | Select Answer | <input type="checkbox"/> EXAMINE | <input type="checkbox"/> INTERVIEW | <input type="checkbox"/> TEST | Enter a date |
| | | | | 3.1.12[d] | remote access sessions are monitored | Select Answer | <input type="checkbox"/> EXAMINE | <input type="checkbox"/> INTERVIEW | <input type="checkbox"/> TEST | Enter a date |
| AC | 3.1.13 | Employ cryptographic mechanisms to protect the confidentiality of remote access sessions | Select Answer | 3.1.13[a] | cryptographic mechanisms to protect the confidentiality of remote access sessions are identified | Select Answer | <input type="checkbox"/> EXAMINE | <input type="checkbox"/> INTERVIEW | <input type="checkbox"/> TEST | Enter a date |
| | | | | 3.1.13[b] | cryptographic mechanisms to protect the confidentiality of remote access sessions are implemented | Select Answer | <input type="checkbox"/> EXAMINE | <input type="checkbox"/> INTERVIEW | <input type="checkbox"/> TEST | Enter a date |
| AC | 3.1.14 | Route remote access via managed access control points | Select Answer | 3.1.14[a] | managed access control points are identified and implemented | Select Answer | <input type="checkbox"/> EXAMINE | <input type="checkbox"/> INTERVIEW | <input type="checkbox"/> TEST | Enter a date |
| | | | | 3.1.14[b] | remote access is routed through managed network access control points | Select Answer | <input type="checkbox"/> EXAMINE | <input type="checkbox"/> INTERVIEW | <input type="checkbox"/> TEST | Enter a date |
| | | Authorize remote execution of privileged commands and remote access to security-relevant information | | 3.1.15[a] | privileged commands authorized for remote execution are identified | Select Answer | <input type="checkbox"/> EXAMINE | <input type="checkbox"/> INTERVIEW | <input type="checkbox"/> TEST | Enter a date |
| | | | | 3.1.15[b] | security-relevant information authorized to be accessed remotely is identified | Select Answer | <input type="checkbox"/> EXAMINE | <input type="checkbox"/> INTERVIEW | <input type="checkbox"/> TEST | Enter a date |

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|----|--------|---|---------------|-----------|--|---------------|----------------------------------|------------------------------------|-------------------------------|--------------|
| AC | 3.1.15 | | Select Answer | 3.1.15(c) | the execution of the identified privileged commands via remote access is authorized | Select Answer | <input type="checkbox"/> EXAMINE | <input type="checkbox"/> INTERVIEW | <input type="checkbox"/> TEST | Enter a date |
| | | | | 3.1.15(d) | access to the identified security-relevant information via remote access is authorized | Select Answer | <input type="checkbox"/> EXAMINE | <input type="checkbox"/> INTERVIEW | <input type="checkbox"/> TEST | Enter a date |
| AC | 3.1.16 | Authorize wireless access prior to allowing such connections | Select Answer | 3.1.16(a) | wireless access points are identified | Select Answer | <input type="checkbox"/> EXAMINE | <input type="checkbox"/> INTERVIEW | <input type="checkbox"/> TEST | Enter a date |
| | | | | 3.1.16(b) | wireless access is authorized prior to allowing such connections | Select Answer | <input type="checkbox"/> EXAMINE | <input type="checkbox"/> INTERVIEW | <input type="checkbox"/> TEST | Enter a date |
| AC | 3.1.17 | Protect wireless access using authentication and encryption | Select Answer | 3.1.17(a) | wireless access to the system is protected using encryption | Select Answer | <input type="checkbox"/> EXAMINE | <input type="checkbox"/> INTERVIEW | <input type="checkbox"/> TEST | Enter a date |
| | | | | 3.1.17(b) | wireless access to the system is protected using authentication | Select Answer | <input type="checkbox"/> EXAMINE | <input type="checkbox"/> INTERVIEW | <input type="checkbox"/> TEST | Enter a date |
| AC | 3.1.18 | Control connection of mobile devices | Select Answer | 3.1.18(a) | mobile devices that process, store, or transmit CUI are identified | Select Answer | <input type="checkbox"/> EXAMINE | <input type="checkbox"/> INTERVIEW | <input type="checkbox"/> TEST | Enter a date |
| | | | | 3.1.18(b) | the connection of mobile devices is authorized | Select Answer | <input type="checkbox"/> EXAMINE | <input type="checkbox"/> INTERVIEW | <input type="checkbox"/> TEST | Enter a date |
| | | | | 3.1.18(c) | mobile device connections are monitored and logged | Select Answer | <input type="checkbox"/> EXAMINE | <input type="checkbox"/> INTERVIEW | <input type="checkbox"/> TEST | Enter a date |
| AC | 3.1.19 | Encrypt CUI on mobile devices | Select Answer | 3.1.19(a) | mobile devices and mobile computing platforms that process, store, or transmit CUI are identified | Select Answer | <input type="checkbox"/> EXAMINE | <input type="checkbox"/> INTERVIEW | <input type="checkbox"/> TEST | Enter a date |
| | | | | 3.1.19(b) | encryption is employed to protect CUI on identified mobile devices, and mobile computing platforms | Select Answer | <input type="checkbox"/> EXAMINE | <input type="checkbox"/> INTERVIEW | <input type="checkbox"/> TEST | Enter a date |
| | | Verify and control/limit connections to and use of external information systems | | 3.1.20(a) | connections to external systems are identified | Select Answer | <input type="checkbox"/> EXAMINE | <input type="checkbox"/> INTERVIEW | <input type="checkbox"/> TEST | Enter a date |
| | | | | 3.1.20(b) | use of external systems is identified | Select Answer | <input type="checkbox"/> EXAMINE | <input type="checkbox"/> INTERVIEW | <input type="checkbox"/> TEST | Enter a date |
| | | | | 3.1.20(c) | connections to external systems are verified | Select Answer | <input type="checkbox"/> EXAMINE | <input type="checkbox"/> INTERVIEW | <input type="checkbox"/> TEST | Enter a date |

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| AC | 3.1.20 | | Select Answer | 3.1.20[d] | use of external systems is verified | Select Answer | <input type="checkbox"/> EXAMINE | <input type="checkbox"/> INTERVIEW | <input type="checkbox"/> TEST | Enter a date. |
| | | | | 3.1.20[e] | connections to external systems are controlled/limited | Select Answer | <input type="checkbox"/> EXAMINE | <input type="checkbox"/> INTERVIEW | <input type="checkbox"/> TEST | Enter a date. |
| | | | | 3.1.20[f] | use of external systems is controlled/limited | Select Answer | <input type="checkbox"/> EXAMINE | <input type="checkbox"/> INTERVIEW | <input type="checkbox"/> TEST | Enter a date. |
| AC | 3.1.21 | Limit use of organizational portable storage devices on external information systems | Select Answer | 3.1.21[a] | use of organizational portable storage devices containing CUI on external systems is identified and documented | Select Answer | <input type="checkbox"/> EXAMINE | <input type="checkbox"/> INTERVIEW | <input type="checkbox"/> TEST | Enter a date. |
| | | | | 3.1.21[b] | limits on the use of organizational portable storage devices containing CUI on external systems are identified | Select Answer | <input type="checkbox"/> EXAMINE | <input type="checkbox"/> INTERVIEW | <input type="checkbox"/> TEST | Enter a date. |
| | | | | 3.1.21[c] | use of organizational portable storage devices containing CUI on external systems is limited as defined | Select Answer | <input type="checkbox"/> EXAMINE | <input type="checkbox"/> INTERVIEW | <input type="checkbox"/> TEST | Enter a date. |
| AC | 3.1.22 | Control information posted or processed on publicly accessible information systems | Select Answer | 3.1.22[a] | individuals authorized to post or process information on publicly accessible systems are identified | Select Answer | <input type="checkbox"/> EXAMINE | <input type="checkbox"/> INTERVIEW | <input type="checkbox"/> TEST | Enter a date. |
| | | | | 3.1.22[b] | procedures to ensure CUI is not posted or processed on publicly accessible systems are identified | Select Answer | <input type="checkbox"/> EXAMINE | <input type="checkbox"/> INTERVIEW | <input type="checkbox"/> TEST | Enter a date. |
| | | | | 3.1.22[c] | a review process in place prior to posting of any content to publicly accessible systems | Select Answer | <input type="checkbox"/> EXAMINE | <input type="checkbox"/> INTERVIEW | <input type="checkbox"/> TEST | Enter a date. |
| | | | | 3.1.22[d] | content on publicly accessible information systems is reviewed to ensure that it does not include CUI | Select Answer | <input type="checkbox"/> EXAMINE | <input type="checkbox"/> INTERVIEW | <input type="checkbox"/> TEST | Enter a date. |
| | | | | 3.1.22[e] | mechanisms are in place to remove and address improper posting of CUI | Select Answer | <input type="checkbox"/> EXAMINE | <input type="checkbox"/> INTERVIEW | <input type="checkbox"/> TEST | Enter a date. |

| FAM | CTRL# | REQUIREMENTS | COMPLIANCE | ASSESSMENT OBJECTIVE (Determine if ...) | | IMPLEMENTED | SELECT ASSESSMENT METHOD(S) | | | DATE |
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| AT | 3.2.1 | Ensure that managers, systems administrators, and users of organizational information systems are made aware of the security risks associated with their activities and of the applicable policies, standards, and procedures related to the security of those information systems | Select Answer | 3.2.1[a] | security risks associated with organizational activities involving CUI are identified | Select Answer | <input type="checkbox"/> EXAMINE | <input type="checkbox"/> INTERVIEW | <input type="checkbox"/> TEST | Enter a date. |
| | | | | 3.2.1[b] | policies, standards, and procedures related to the security of the system are identified | Select Answer | <input type="checkbox"/> EXAMINE | <input type="checkbox"/> INTERVIEW | <input type="checkbox"/> TEST | Enter a date. |
| | | | | 3.2.1[c] | managers, systems administrators, and users of the system are made aware of the security risks associated with their activities | Select Answer | <input type="checkbox"/> EXAMINE | <input type="checkbox"/> INTERVIEW | <input type="checkbox"/> TEST | Enter a date. |
| | | | | 3.2.1[d] | managers, systems administrators, and users of the system are made aware of the applicable policies, standards, and procedure related to the security of the system | Select Answer | <input type="checkbox"/> EXAMINE | <input type="checkbox"/> INTERVIEW | <input type="checkbox"/> TEST | Enter a date. |
| AT | 3.2.2 | Ensure that organizational personnel are adequately trained to carry out their assigned information security-related duties and responsibilities | Select Answer | 3.2.2[a] | information security-related duties, roles, and responsibilities | Select Answer | <input type="checkbox"/> EXAMINE | <input type="checkbox"/> INTERVIEW | <input type="checkbox"/> TEST | Enter a date. |
| | | | | 3.2.2[b] | information security-related duties, roles, and responsibilities are assigned to designated personee | Select Answer | <input type="checkbox"/> EXAMINE | <input type="checkbox"/> INTERVIEW | <input type="checkbox"/> TEST | Enter a date. |
| | | | | 3.2.2[c] | personnel are adequately trained to carry out their assigned information security-related duties, roles and responsibilities | Select Answer | <input type="checkbox"/> EXAMINE | <input type="checkbox"/> INTERVIEW | <input type="checkbox"/> TEST | Enter a date. |
| | | Provide security awareness training on recognizing and | | 3.2.3[a] | potential indicators associated with insider threats are identified | Select Answer | <input type="checkbox"/> EXAMINE | <input type="checkbox"/> INTERVIEW | <input type="checkbox"/> TEST | Enter a date. |

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| AT | 3.2.3 | reporting potential indicators of insider threat | Select Answer | 3.2.3[b] | security awareness training on recognizing and reporting potential indicators of insider threat is provided to managers and employees | Select Answer | <input type="checkbox"/> EXAMINE | <input type="checkbox"/> INTERVIEW | <input type="checkbox"/> TEST | Enter a date. |
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| FAM | CTRL# | REQUIREMENTS | COMPLIANCE | ASSESSMENT OBJECTIVE (Determine if ...) | | IMPLEMENTED | SELECT ASSESSMENT METHOD(S) | | | DATE |
| AU | 3.3.1 | Create, protect, and retain system audit records to the extent needed to enable the monitoring, analysis, investigation, and reporting of unlawful, unauthorized, or inappropriate information system activity | Select Answer | 3.3.1[a] | audit logs needed (i.e., event types to be logged) to enable the monitoring, analysis, investigation, and reporting of unlawful or unauthorized system activity are specified | Select Answer | <input type="checkbox"/> EXAMINE | <input type="checkbox"/> INTERVIEW | <input type="checkbox"/> TEST | Enter a date. |
| | | | | 3.3.1[b] | the content of audit records needed to support monitoring, analysis, investigation, and reporting of unlawful or unauthorized system activity is defined | Select Answer | <input type="checkbox"/> EXAMINE | <input type="checkbox"/> INTERVIEW | <input type="checkbox"/> TEST | Enter a date. |
| | | | | 3.3.1[c] | audit records are created (generated) | Select Answer | <input type="checkbox"/> EXAMINE | <input type="checkbox"/> INTERVIEW | <input type="checkbox"/> TEST | Enter a date. |
| | | | | 3.3.1[d] | audit records, once created, contain the defined content | Select Answer | <input type="checkbox"/> EXAMINE | <input type="checkbox"/> INTERVIEW | <input type="checkbox"/> TEST | Enter a date. |
| | | | | 3.3.1[e] | retention requirements for audit records are defined | Select Answer | <input type="checkbox"/> EXAMINE | <input type="checkbox"/> INTERVIEW | <input type="checkbox"/> TEST | Enter a date. |
| | | | | 3.3.1[f] | audit records are retained as defined | Select Answer | <input type="checkbox"/> EXAMINE | <input type="checkbox"/> INTERVIEW | <input type="checkbox"/> TEST | Enter a date. |
| AU | 3.3.2 | Ensure that the actions of individual information system users can be uniquely traced to those users so they can be held accountable for their actions | Select Answer | 3.3.2[a] | the content of the audit records needed to support the ability to uniquely trace users to their actions is defined | Select Answer | <input type="checkbox"/> EXAMINE | <input type="checkbox"/> INTERVIEW | <input type="checkbox"/> TEST | Enter a date. |
| | | | | 3.3.2[b] | audit records, once created, contain the defined content | Select Answer | <input type="checkbox"/> EXAMINE | <input type="checkbox"/> INTERVIEW | <input type="checkbox"/> TEST | Enter a date. |

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| AU | 3.3.3 | Review and update audited events | Select Answer | 3.3.3[a] | a process for determining when to review logged events is defined | Select Answer | <input type="checkbox"/> EXAMINE | <input type="checkbox"/> INTERVIEW | <input type="checkbox"/> TEST | Enter a date. |
| | | | | 3.3.3[b] | event types being logged are reviewed in accordance with the defined review process | Select Answer | <input type="checkbox"/> EXAMINE | <input type="checkbox"/> INTERVIEW | <input type="checkbox"/> TEST | Enter a date. |
| | | | | 3.3.3[c] | event types being logged are updated based on the review | Select Answer | <input type="checkbox"/> EXAMINE | <input type="checkbox"/> INTERVIEW | <input type="checkbox"/> TEST | Enter a date. |
| AU | 3.3.4 | Alert in the event of an audit process failure | Select Answer | 3.3.4[a] | personnel or roles to be alerted in the event of an audit logging process failure are identified | Select Answer | <input type="checkbox"/> EXAMINE | <input type="checkbox"/> INTERVIEW | <input type="checkbox"/> TEST | Enter a date. |
| | | | | 3.3.4[b] | types of audit logging process failures for which alert will be generated are defined | Select Answer | <input type="checkbox"/> EXAMINE | <input type="checkbox"/> INTERVIEW | <input type="checkbox"/> TEST | Enter a date. |
| | | | | 3.3.4[c] | identified personnel or roles are alerted in the event of an audit logging process failure | Select Answer | <input type="checkbox"/> EXAMINE | <input type="checkbox"/> INTERVIEW | <input type="checkbox"/> TEST | Enter a date. |
| AU | 3.3.5 | Correlate audit review, analysis, and reporting processes for investigation and response to indications of inappropriate, suspicious, or unusual activity | Select Answer | 3.3.5[a] | audit record review, analysis, and reporting processes for investigation and response to indications of unlawful, unauthorized, suspicious, or unusual activity are defined | Select Answer | <input type="checkbox"/> EXAMINE | <input type="checkbox"/> INTERVIEW | <input type="checkbox"/> TEST | Enter a date. |
| | | | | 3.3.5[b] | defined audit record review, analysis, and reporting processes are correlated | Select Answer | <input type="checkbox"/> EXAMINE | <input type="checkbox"/> INTERVIEW | <input type="checkbox"/> TEST | Enter a date. |
| AU | 3.3.6 | Provide audit reduction and report generation to support on-demand analysis and reporting | Select Answer | 3.3.6[a] | an audit record reduction capability that supports on-demand analysis is provided | Select Answer | <input type="checkbox"/> EXAMINE | <input type="checkbox"/> INTERVIEW | <input type="checkbox"/> TEST | Enter a date. |
| | | | | 3.3.6[b] | a report generation capability that supports on-demand reporting is provided | Select Answer | <input type="checkbox"/> EXAMINE | <input type="checkbox"/> INTERVIEW | <input type="checkbox"/> TEST | Enter a date. |
| | | Provide an information system capability that | | 3.3.7[a] | internal system clocks are used to generate time stamps for audit records | Select Answer | <input type="checkbox"/> EXAMINE | <input type="checkbox"/> INTERVIEW | <input type="checkbox"/> TEST | Enter a date. |

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| AU | 3.3.7 | compares and synchronizes internal system clocks with an authoritative source to generate time stamps for audit records | Select Answer | 3.3.7[b] | an authoritative source with which to compare and synchronize internal system clocks is specified | Select Answer | <input type="checkbox"/> EXAMINE | <input type="checkbox"/> INTERVIEW | <input type="checkbox"/> TEST | Enter a date. |
| | | | | 3.3.7[c] | internal system clocks used to generate time stamps for audit records are compared to and synchronized with the specified authoritative time source | Select Answer | <input type="checkbox"/> EXAMINE | <input type="checkbox"/> INTERVIEW | <input type="checkbox"/> TEST | Enter a date. |
| AU | 3.3.8 | Protect audit information and audit tools from unauthorized access, modification, and deletion | Select Answer | 3.3.8[a] | audit information is protected from unauthorized access | Select Answer | <input type="checkbox"/> EXAMINE | <input type="checkbox"/> INTERVIEW | <input type="checkbox"/> TEST | Enter a date. |
| | | | | 3.3.8[b] | audit information is protected from unauthorized modification | Select Answer | <input type="checkbox"/> EXAMINE | <input type="checkbox"/> INTERVIEW | <input type="checkbox"/> TEST | Enter a date. |
| | | | | 3.3.8[c] | audit information is protected from unauthorized deletion | Select Answer | <input type="checkbox"/> EXAMINE | <input type="checkbox"/> INTERVIEW | <input type="checkbox"/> TEST | Enter a date. |
| | | | | 3.3.8[d] | audit logging tools are protected from unauthorized access | Select Answer | <input type="checkbox"/> EXAMINE | <input type="checkbox"/> INTERVIEW | <input type="checkbox"/> TEST | Enter a date. |
| | | | | 3.3.8[e] | audit logging tools are protected from unauthorized modification | Select Answer | <input type="checkbox"/> EXAMINE | <input type="checkbox"/> INTERVIEW | <input type="checkbox"/> TEST | Enter a date. |
| | | | | 3.3.8[f] | audit logging tools are protected from unauthorized deletion | Select Answer | <input type="checkbox"/> EXAMINE | <input type="checkbox"/> INTERVIEW | <input type="checkbox"/> TEST | Enter a date. |
| AU | 3.3.9 | Limit management of audit functionality to a subset of privileged users | Select Answer | 3.3.9[a] | a subset of privileged users granted access to managed audit logging functionality is defined | Select Answer | <input type="checkbox"/> EXAMINE | <input type="checkbox"/> INTERVIEW | <input type="checkbox"/> TEST | Enter a date. |
| | | | | 3.3.9[b] | management of audit logging functionality is limited to the defined subset of privileged users | Select Answer | <input type="checkbox"/> EXAMINE | <input type="checkbox"/> INTERVIEW | <input type="checkbox"/> TEST | Enter a date. |
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| FAM | CTRL# | REQUIREMENTS | COMPLIANCE | ASSESSMENT OBJECTIVE (Determine if ...) | | IMPLEMENTED | SELECT ASSESSMENT METHOD(S) | | | DATE |

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| CM | 3.4.1 | Establish and maintain baseline configurations and inventories of organizational information systems (including hardware, software, firmware, and documentation) throughout the respective system development life cycles | Select Answer | 3.4.1[a] | a baseline configuration is established | Select Answer | <input type="checkbox"/> EXAMINE | <input type="checkbox"/> INTERVIEW | <input type="checkbox"/> TEST | Enter a date. |
| | | | | 3.4.1[b] | the baseline configuration includes hardware, software, firmware and documentation | Select Answer | <input type="checkbox"/> EXAMINE | <input type="checkbox"/> INTERVIEW | <input type="checkbox"/> TEST | Enter a date. |
| | | | | 3.4.1[c] | the baseline configuration is maintained (reviewed and updated) throughout the system development life cycle | Select Answer | <input type="checkbox"/> EXAMINE | <input type="checkbox"/> INTERVIEW | <input type="checkbox"/> TEST | Enter a date. |
| | | | | 3.4.1[d] | a system inventory is established | Select Answer | <input type="checkbox"/> EXAMINE | <input type="checkbox"/> INTERVIEW | <input type="checkbox"/> TEST | Enter a date. |
| | | | | 3.4.1[e] | the system inventory included hardware, software, firmware, and documentation | Select Answer | <input type="checkbox"/> EXAMINE | <input type="checkbox"/> INTERVIEW | <input type="checkbox"/> TEST | Enter a date. |
| | | | | 3.4.1[f] | the inventory is maintained (reviewed and updated) throughout the system development life cycle | Select Answer | <input type="checkbox"/> EXAMINE | <input type="checkbox"/> INTERVIEW | <input type="checkbox"/> TEST | Enter a date. |
| CM | 3.4.2 | Establish and enforce security configuration settings for information technology products employed in organizational information systems | Select Answer | 3.4.2[a] | security configuration settings for information technology products employed in the system are established and included in the baseline configuration | Select Answer | <input type="checkbox"/> EXAMINE | <input type="checkbox"/> INTERVIEW | <input type="checkbox"/> TEST | Enter a date. |
| | | | | 3.4.2[b] | security configuration settings for information technology products employed in the system are enforced | Select Answer | <input type="checkbox"/> EXAMINE | <input type="checkbox"/> INTERVIEW | <input type="checkbox"/> TEST | Enter a date. |
| CM | 3.4.3 | Track, review, approve/disapprove, and audit changes to information systems | Select Answer | 3.4.3[a] | changes to the system are tracked | Select Answer | <input type="checkbox"/> EXAMINE | <input type="checkbox"/> INTERVIEW | <input type="checkbox"/> TEST | Enter a date. |
| | | | | 3.4.3[b] | changes to the system are reviewed | Select Answer | <input type="checkbox"/> EXAMINE | <input type="checkbox"/> INTERVIEW | <input type="checkbox"/> TEST | Enter a date. |
| | | | | 3.4.3[c] | changes to the system are approved or disapproved | Select Answer | <input type="checkbox"/> EXAMINE | <input type="checkbox"/> INTERVIEW | <input type="checkbox"/> TEST | Enter a date. |
| | | | | 3.4.3[d] | changes to the system are logged | Select Answer | <input type="checkbox"/> EXAMINE | <input type="checkbox"/> INTERVIEW | <input type="checkbox"/> TEST | Enter a date. |

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| CM | 3.4.4 | Analyze the security impact of changes prior to implementation | Select Answer | | the security impact of changes to each organizational system is analyzed prior to implementation | Select Answer | <input type="checkbox"/> EXAMINE | <input type="checkbox"/> INTERVIEW | <input type="checkbox"/> TEST | Enter a date. |
| CM | 3.4.5 | Define, document, approve, and enforce physical and logical access restrictions associated with changes to information systems | Select Answer | 3.4.5[a] | physical access restrictions associated with changes to the system are defined | Select Answer | <input type="checkbox"/> EXAMINE | <input type="checkbox"/> INTERVIEW | <input type="checkbox"/> TEST | Enter a date. |
| | | | | 3.4.5[b] | physical access restrictions associated with changes to the system are documented | Select Answer | <input type="checkbox"/> EXAMINE | <input type="checkbox"/> INTERVIEW | <input type="checkbox"/> TEST | Enter a date. |
| | | | | 3.4.5[c] | physical access restrictions associated with changes to the system are approved | Select Answer | <input type="checkbox"/> EXAMINE | <input type="checkbox"/> INTERVIEW | <input type="checkbox"/> TEST | Enter a date. |
| | | | | 3.4.5[d] | physical access restrictions associated with changes to the system are enforced | Select Answer | <input type="checkbox"/> EXAMINE | <input type="checkbox"/> INTERVIEW | <input type="checkbox"/> TEST | Enter a date. |
| | | | | 3.4.5[e] | logical access restrictions associated with changes to the system are defined | Select Answer | <input type="checkbox"/> EXAMINE | <input type="checkbox"/> INTERVIEW | <input type="checkbox"/> TEST | Enter a date. |
| | | | | 3.4.5[f] | logical access restrictions associated with changes to the system are documented | Select Answer | <input type="checkbox"/> EXAMINE | <input type="checkbox"/> INTERVIEW | <input type="checkbox"/> TEST | Enter a date. |
| | | | | 3.4.5[g] | logical access restrictions associated with changes to the system are documented | Select Answer | <input type="checkbox"/> EXAMINE | <input type="checkbox"/> INTERVIEW | <input type="checkbox"/> TEST | Enter a date. |
| | | | | 3.4.5[h] | logical access restrictions associated with changes to the system are enforced | Select Answer | <input type="checkbox"/> EXAMINE | <input type="checkbox"/> INTERVIEW | <input type="checkbox"/> TEST | Enter a date. |
| CM | 3.4.6 | Employ the principle of least functionality by configuring the information systems to provide only essential capabilities | Select Answer | 3.4.6[a] | essential system capabilities are defined based on the principle of least functionality | Select Answer | <input type="checkbox"/> EXAMINE | <input type="checkbox"/> INTERVIEW | <input type="checkbox"/> TEST | Enter a date. |
| | | | | 3.4.6[b] | the system is configured to provide only the defined essential capabilities | Select Answer | <input type="checkbox"/> EXAMINE | <input type="checkbox"/> INTERVIEW | <input type="checkbox"/> TEST | Enter a date. |
| | | Restrict, disable, and prevent the use of | | 3.4.7[a] | essential programs are defined | Select Answer | <input type="checkbox"/> EXAMINE | <input type="checkbox"/> INTERVIEW | <input type="checkbox"/> TEST | Enter a date. |

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| CM | 3.4.7 | nonessential programs, functions, ports, protocols, and services | Select Answer | 3.4.7[b] | the use of nonessential programs is defined | Select Answer | <input type="checkbox"/> EXAMINE | <input type="checkbox"/> INTERVIEW | <input type="checkbox"/> TEST | Enter a date. |
| | | | | 3.4.7[c] | the use of nonessential programs is restricted, disabled, or prevented as defined | Select Answer | <input type="checkbox"/> EXAMINE | <input type="checkbox"/> INTERVIEW | <input type="checkbox"/> TEST | Enter a date. |
| | | | | 3.4.7[d] | essential functions are defined | Select Answer | <input type="checkbox"/> EXAMINE | <input type="checkbox"/> INTERVIEW | <input type="checkbox"/> TEST | Enter a date. |
| | | | | 3.4.7[e] | the use of nonessential functions is defined | Select Answer | <input type="checkbox"/> EXAMINE | <input type="checkbox"/> INTERVIEW | <input type="checkbox"/> TEST | Enter a date. |
| | | | | 3.4.7[f] | the use of nonessential functions is restricted, disabled, or prevented as defined | Select Answer | <input type="checkbox"/> EXAMINE | <input type="checkbox"/> INTERVIEW | <input type="checkbox"/> TEST | Enter a date. |
| | | | | 3.4.7[g] | essential ports are defined | Select Answer | <input type="checkbox"/> EXAMINE | <input type="checkbox"/> INTERVIEW | <input type="checkbox"/> TEST | Enter a date. |
| | | | | 3.4.7[h] | the use of nonessential ports is defined | Select Answer | <input type="checkbox"/> EXAMINE | <input type="checkbox"/> INTERVIEW | <input type="checkbox"/> TEST | Enter a date. |
| | | | | 3.4.7[i] | use of nonessential ports is restricted, disabled, or prevented as defined | Select Answer | <input type="checkbox"/> EXAMINE | <input type="checkbox"/> INTERVIEW | <input type="checkbox"/> TEST | Enter a date. |
| | | | | 3.4.7[j] | essential protocols are defined | Select Answer | <input type="checkbox"/> EXAMINE | <input type="checkbox"/> INTERVIEW | <input type="checkbox"/> TEST | Enter a date. |
| | | | | 3.4.7[k] | use of nonessential protocols is defined | Select Answer | <input type="checkbox"/> EXAMINE | <input type="checkbox"/> INTERVIEW | <input type="checkbox"/> TEST | Enter a date. |
| | | | | 3.4.7[l] | use of nonessential protocols is restricted, disabled, or prevented as defined | Select Answer | <input type="checkbox"/> EXAMINE | <input type="checkbox"/> INTERVIEW | <input type="checkbox"/> TEST | Enter a date. |
| CM | 3.4.8 | Apply deny-by-exception (blacklist) policy to prevent the use of unauthorized software or deny-all, permit-by-exception (whitelisting) policy to | Select Answer | 3.4.8[a] | a policy specifying whether whitelisting or blacklisting is to be implemented is specified | Select Answer | <input type="checkbox"/> EXAMINE | <input type="checkbox"/> INTERVIEW | <input type="checkbox"/> TEST | Enter a date. |
| | | | | 3.4.8[b] | the software allowed to execute under whitelisting or denied use under blacklisting is specified | Select Answer | <input type="checkbox"/> EXAMINE | <input type="checkbox"/> INTERVIEW | <input type="checkbox"/> TEST | Enter a date. |

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| | | allow the execution of authorized software | | 3.4.8[c] | whitelisting to allow the execution of authorized software or blacklisting to prevent the use of unauthorized software is implemented as specified | Select Answer | <input type="checkbox"/> EXAMINE | <input type="checkbox"/> INTERVIEW | <input type="checkbox"/> TEST | Enter a date. |
| CM | 3.4.9 | Control and monitor user-installed software | Select Answer | 3.4.9[a] | a policy for controlling the installation of software by users is established | Select Answer | <input type="checkbox"/> EXAMINE | <input type="checkbox"/> INTERVIEW | <input type="checkbox"/> TEST | Enter a date. |
| | | | | 3.4.9[b] | installation of software by users is controlled based on the established policy | Select Answer | <input type="checkbox"/> EXAMINE | <input type="checkbox"/> INTERVIEW | <input type="checkbox"/> TEST | Enter a date. |
| | | | | 3.4.9[c] | installation of software by users is monitored | Select Answer | <input type="checkbox"/> EXAMINE | <input type="checkbox"/> INTERVIEW | <input type="checkbox"/> TEST | Enter a date. |
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| FAM | CTRL# | REQUIREMENTS | COMPLIANCE | ASSESSMENT OBJECTIVE (Determine if ...) | | IMPLEMENTED | SELECT ASSESSMENT METHOD(S) | | | DATE |
| IA | 3.5.1 | Identify information system users, processes acting on behalf of users, or devices | Select Answer | 3.5.1[a] | system users are identified | Select Answer | <input type="checkbox"/> EXAMINE | <input type="checkbox"/> INTERVIEW | <input type="checkbox"/> TEST | Enter a date. |
| | | | | 3.5.1[b] | processes acting on behalf of users are identified | Select Answer | <input type="checkbox"/> EXAMINE | <input type="checkbox"/> INTERVIEW | <input type="checkbox"/> TEST | Enter a date. |
| | | | | 3.5.1[c] | devices accessing the system are identified | Select Answer | <input type="checkbox"/> EXAMINE | <input type="checkbox"/> INTERVIEW | <input type="checkbox"/> TEST | Enter a date. |
| IA | 3.5.2 | Authenticate (or verify) the identities of those users, processes, or devices, as a prerequisite to allowing access to organizational information systems | Select Answer | 3.5.2[a] | the identity of each user is authenticated or verified as a prerequisite to system access | Select Answer | <input type="checkbox"/> EXAMINE | <input type="checkbox"/> INTERVIEW | <input type="checkbox"/> TEST | Enter a date. |
| | | | | 3.5.2[b] | the identity of each process acting on behalf of a user is authenticated or verified as a prerequisite to system access | Select Answer | <input type="checkbox"/> EXAMINE | <input type="checkbox"/> INTERVIEW | <input type="checkbox"/> TEST | Enter a date. |
| | | | | 3.5.2[c] | the identify of each device accessing or connecting to the system is authenticated or verified as a prerequisite to system access | Select Answer | <input type="checkbox"/> EXAMINE | <input type="checkbox"/> INTERVIEW | <input type="checkbox"/> TEST | Enter a date. |
| | | Use multifactor authentication for | | 3.5.3[a] | privileged accounts are identified | Select Answer | <input type="checkbox"/> EXAMINE | <input type="checkbox"/> INTERVIEW | <input type="checkbox"/> TEST | Enter a date. |

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| IA | 3.5.3 | local and network access to privileged accounts and for network access to non-privileged accounts | Select Answer | 3.5.3[b] | multifactor authentication is implemented for local access to privileged accounts | Select Answer | <input type="checkbox"/> EXAMINE | <input type="checkbox"/> INTERVIEW | <input type="checkbox"/> TEST | Enter a date. |
| | | | | 3.5.3[c] | multifactor authentication is implemented for network access to privileged accounts | Select Answer | <input type="checkbox"/> EXAMINE | <input type="checkbox"/> INTERVIEW | <input type="checkbox"/> TEST | Enter a date. |
| | | | | 3.5.3[d] | multifactor authentication is implemented for network access to non-privileged accounts | Select Answer | <input type="checkbox"/> EXAMINE | <input type="checkbox"/> INTERVIEW | <input type="checkbox"/> TEST | Enter a date. |
| IA | 3.5.4 | Employ replay-resistant authentication mechanisms for network access to privileged and non-privileged accounts | Select Answer | replay-resistant authentication mechanisms are implemented for all network account access to privileged and non-privileged accounts | | Select Answer | <input type="checkbox"/> EXAMINE | <input type="checkbox"/> INTERVIEW | <input type="checkbox"/> TEST | Enter a date. |
| IA | 3.5.5 | Prevent reuse of identifiers for a defined period | Select Answer | 3.5.5[a] | a period within which identifiers cannot be reused is defined | Select Answer | <input type="checkbox"/> EXAMINE | <input type="checkbox"/> INTERVIEW | <input type="checkbox"/> TEST | Enter a date. |
| | | | | 3.5.5[b] | reuse of identifiers is prevented within the defined period | Select Answer | <input type="checkbox"/> EXAMINE | <input type="checkbox"/> INTERVIEW | <input type="checkbox"/> TEST | Enter a date. |
| IA | 3.5.6 | Disable identifiers after a defined period of inactivity | Select Answer | 3.5.6[a] | a period of inactivity after which an identifier is disabled is defined | Select Answer | <input type="checkbox"/> EXAMINE | <input type="checkbox"/> INTERVIEW | <input type="checkbox"/> TEST | Enter a date. |
| | | | | 3.5.6[b] | identifiers are disabled after the defined period of inactivity | Select Answer | <input type="checkbox"/> EXAMINE | <input type="checkbox"/> INTERVIEW | <input type="checkbox"/> TEST | Enter a date. |
| IA | 3.5.7 | Enforce a minimum password complexity and change of characters when new passwords are created | Select Answer | 3.5.7[a] | password complexity requirements are defined | Select Answer | <input type="checkbox"/> EXAMINE | <input type="checkbox"/> INTERVIEW | <input type="checkbox"/> TEST | Enter a date. |
| | | | | 3.5.7[b] | password change of character requirements are defined | Select Answer | <input type="checkbox"/> EXAMINE | <input type="checkbox"/> INTERVIEW | <input type="checkbox"/> TEST | Enter a date. |
| | | | | 3.5.7[c] | minimum password complexity requirements as defined are enforced when new passwords are created | Select Answer | <input type="checkbox"/> EXAMINE | <input type="checkbox"/> INTERVIEW | <input type="checkbox"/> TEST | Enter a date. |

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| | | | | 3.5.7[d] | minimum password change of character requirements as defined are enforced when new passwords are created | Select Answer | <input type="checkbox"/> EXAMINE | <input type="checkbox"/> INTERVIEW | <input type="checkbox"/> TEST | Enter a date. |
| IA | 3.5.8 | Prohibit password reuse for a specified number of generations | Select Answer | 3.5.8[a] | the number of generations during which a password cannot be reused is specified | Select Answer | <input type="checkbox"/> EXAMINE | <input type="checkbox"/> INTERVIEW | <input type="checkbox"/> TEST | Enter a date. |
| | | | | 3.5.8[b] | reuse of passwords is prohibited during the specified number of generations | Select Answer | <input type="checkbox"/> EXAMINE | <input type="checkbox"/> INTERVIEW | <input type="checkbox"/> TEST | Enter a date. |
| IA | 3.5.9 | Allow temporary password use for system logons with an immediate change to a permanent password | Select Answer | | an immediate change to a permanent password is required when a temporary password is used for system logon | Select Answer | <input type="checkbox"/> EXAMINE | <input type="checkbox"/> INTERVIEW | <input type="checkbox"/> TEST | Enter a date. |
| IA | 3.5.10 | Store and transmit only encrypted representation of passwords | Select Answer | 3.5.10[a] | passwords are cryptographically protected in storage | Select Answer | <input type="checkbox"/> EXAMINE | <input type="checkbox"/> INTERVIEW | <input type="checkbox"/> TEST | Enter a date. |
| | | | | 3.5.10[b] | passwords are cryptographically protected in transit | Select Answer | <input type="checkbox"/> EXAMINE | <input type="checkbox"/> INTERVIEW | <input type="checkbox"/> TEST | Enter a date. |
| IA | 3.5.11 | Obscure feedback of authentication information | Select Answer | | authentication information is obscured during the authentication process | Select Answer | <input type="checkbox"/> EXAMINE | <input type="checkbox"/> INTERVIEW | <input type="checkbox"/> TEST | Enter a date. |
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| FAM | CTRL# | REQUIREMENTS | COMPLIANCE | ASSESSMENT OBJECTIVE (Determine if ...) | | IMPLEMENTED | SELECT ASSESSMENT METHOD(S) | | | DATE |
| | | Establish an operational incident-handling capability for organizational information systems that includes adequate preparation, detection, analysis, | | 3.6.1[a] | an operational incident-handling capability is established | Select Answer | <input type="checkbox"/> EXAMINE | <input type="checkbox"/> INTERVIEW | <input type="checkbox"/> TEST | Enter a date. |
| | | | | 3.6.1[b] | the operational incident-handling capability includes preparation | Select Answer | <input type="checkbox"/> EXAMINE | <input type="checkbox"/> INTERVIEW | <input type="checkbox"/> TEST | Enter a date. |
| | | | | 3.6.1[c] | the operational incident-handling capability includes detection | Select Answer | <input type="checkbox"/> EXAMINE | <input type="checkbox"/> INTERVIEW | <input type="checkbox"/> TEST | Enter a date. |

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| IR | 3.6.1 | containment, recovery, and user response activities | Select Answer | 3.6.1[d] | the operational incident-handling capability includes analysis | Select Answer | <input type="checkbox"/> EXAMINE | <input type="checkbox"/> INTERVIEW | <input type="checkbox"/> TEST | Enter a date. |
| | | | | 3.6.1[e] | the operational incident-handling capability includes containment | Select Answer | <input type="checkbox"/> EXAMINE | <input type="checkbox"/> INTERVIEW | <input type="checkbox"/> TEST | Enter a date. |
| | | | | 3.6.1[f] | the operational incident-handling capability includes recovery | Select Answer | <input type="checkbox"/> EXAMINE | <input type="checkbox"/> INTERVIEW | <input type="checkbox"/> TEST | Enter a date. |
| | | | | 3.6.1[g] | the operational incident-handling capability includes user response activities | Select Answer | <input type="checkbox"/> EXAMINE | <input type="checkbox"/> INTERVIEW | <input type="checkbox"/> TEST | Enter a date. |
| IR | 3.6.2 | Track, document, and report incidents to appropriate organizational officials and/or authorities | Select Answer | 3.6.2[a] | incidents are tracked | Select Answer | <input type="checkbox"/> EXAMINE | <input type="checkbox"/> INTERVIEW | <input type="checkbox"/> TEST | Enter a date. |
| | | | | 3.6.2[b] | incidents are documented | Select Answer | <input type="checkbox"/> EXAMINE | <input type="checkbox"/> INTERVIEW | <input type="checkbox"/> TEST | Enter a date. |
| | | | | 3.6.2[c] | authorities to whom incidents are to be reported are identified | Select Answer | <input type="checkbox"/> EXAMINE | <input type="checkbox"/> INTERVIEW | <input type="checkbox"/> TEST | Enter a date. |
| | | | | 3.6.2[d] | organizational officials to whom incidents are to be reported are identified | Select Answer | <input type="checkbox"/> EXAMINE | <input type="checkbox"/> INTERVIEW | <input type="checkbox"/> TEST | Enter a date. |
| | | | | 3.6.2[e] | identified authorities notified of incidents | Select Answer | <input type="checkbox"/> EXAMINE | <input type="checkbox"/> INTERVIEW | <input type="checkbox"/> TEST | Enter a date. |
| | | | | 3.6.2[f] | identified organizational officials are notified of incidents | Select Answer | <input type="checkbox"/> EXAMINE | <input type="checkbox"/> INTERVIEW | <input type="checkbox"/> TEST | Enter a date. |
| IR | 3.6.3 | Test the organizational incident response capability | Select Answer | the incident response capability is tested | | Select Answer | <input type="checkbox"/> EXAMINE | <input type="checkbox"/> INTERVIEW | <input type="checkbox"/> TEST | Enter a date. |
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| FAM | CTRL# | REQUIREMENTS | COMPLIANCE | ASSESSMENT OBJECTIVE (Determine if ...) | | IMPLEMENTED | SELECT ASSESSMENT METHOD(S) | | | DATE |
| MA | 3.7.1 | Perform maintenance on organizational information systems | Select Answer | system maintenance is performed | | Select Answer | <input type="checkbox"/> EXAMINE | <input type="checkbox"/> INTERVIEW | <input type="checkbox"/> TEST | Enter a date. |

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| MA | 3.7.2 | Provide effective controls on the tools, techniques, mechanisms, and personnel used to conduct system maintenance | Select Answer | 3.7.2[a] | tools used to conduct system maintenance are controlled | Select Answer | <input type="checkbox"/> EXAMINE | <input type="checkbox"/> INTERVIEW | <input type="checkbox"/> TEST | Enter a date. |
| | | | | 3.7.2[b] | techniques used to conduct system maintenance are controlled | Select Answer | <input type="checkbox"/> EXAMINE | <input type="checkbox"/> INTERVIEW | <input type="checkbox"/> TEST | Enter a date. |
| | | | | 3.7.2[c] | mechanisms used to conduct system maintenance are controlled | Select Answer | <input type="checkbox"/> EXAMINE | <input type="checkbox"/> INTERVIEW | <input type="checkbox"/> TEST | Enter a date. |
| | | | | 3.7.2[d] | personnel used to conduct system maintenance are controlled | Select Answer | <input type="checkbox"/> EXAMINE | <input type="checkbox"/> INTERVIEW | <input type="checkbox"/> TEST | Enter a date. |
| MA | 3.7.3 | Ensure equipment removed for off-site maintenance is sanitized of any CUI | Select Answer | | equipment to be removed from organizational spaces for off-site maintenance is sanitized of any CUI | Select Answer | <input type="checkbox"/> EXAMINE | <input type="checkbox"/> INTERVIEW | <input type="checkbox"/> TEST | Enter a date. |
| MA | 3.7.4 | Check media containing diagnostic and test programs for malicious code before the media are used in the information systems | Select Answer | | media containing diagnostic and test programs are checked for malicious code before being used in organizational systems that process, store, or transmit CUI | Select Answer | <input type="checkbox"/> EXAMINE | <input type="checkbox"/> INTERVIEW | <input type="checkbox"/> TEST | Enter a date. |
| MA | 3.7.5 | Require multifactor authentication to establish nonlocal maintenance sessions via external network connections and terminate such connections when nonlocal maintenance is complete | Select Answer | 3.7.5[a] | multifactor authentication is required to establish nonlocal maintenance sessions via external network connections | Select Answer | <input type="checkbox"/> EXAMINE | <input type="checkbox"/> INTERVIEW | <input type="checkbox"/> TEST | Enter a date. |
| | | | | 3.7.5[b] | nonlocal maintenance sessions established via external network connections are terminated when nonlocal maintenance is complete | Select Answer | <input type="checkbox"/> EXAMINE | <input type="checkbox"/> INTERVIEW | <input type="checkbox"/> TEST | Enter a date. |

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| MA | 3.7.6 | Supervise the maintenance activities of maintenance personnel without required access authorization | Select Answer | maintenance personnel without required access authorization are supervised during maintenance activities | | Select Answer | <input type="checkbox"/> EXAMINE | <input type="checkbox"/> INTERVIEW | <input type="checkbox"/> TEST | Enter a date |
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| FAM | CTRL# | REQUIREMENTS | COMPLIANCE | ASSESSMENT OBJECTIVE (Determine if ...) | | IMPLEMENTED | SELECT ASSESSMENT METHOD(S) | | | DATE |
| MP | 3.8.1 | Protect (i.e., physically control and securely store) information system media containing CUI, both paper and digital | Select Answer | 3.8.1[a] | paper media containing CUI is physically controlled | Select Answer | <input type="checkbox"/> EXAMINE | <input type="checkbox"/> INTERVIEW | <input type="checkbox"/> TEST | Enter a date |
| | | | | 3.8.1[b] | digital media containing CUI is physically controlled | Select Answer | <input type="checkbox"/> EXAMINE | <input type="checkbox"/> INTERVIEW | <input type="checkbox"/> TEST | Enter a date |
| | | | | 3.8.1[c] | paper media containing CUI is securely stored | Select Answer | <input type="checkbox"/> EXAMINE | <input type="checkbox"/> INTERVIEW | <input type="checkbox"/> TEST | Enter a date |
| | | | | 3.8.1[d] | digital media containing CUI is securely stored | Select Answer | <input type="checkbox"/> EXAMINE | <input type="checkbox"/> INTERVIEW | <input type="checkbox"/> TEST | Enter a date |
| MP | 3.8.2 | Limit access to CUI on information system media to authorized users. | Select Answer | access to CUI on system media is limited to authorized users. | | Select Answer | <input type="checkbox"/> EXAMINE | <input type="checkbox"/> INTERVIEW | <input type="checkbox"/> TEST | Enter a date |
| MP | 3.8.3 | Sanitize or destroy information system media containing CUI before disposal or release for reuse. | Select Answer | 3.8.3[a] | system media containing CUI is sanitized or destroyed before disposal | Select Answer | <input type="checkbox"/> EXAMINE | <input type="checkbox"/> INTERVIEW | <input type="checkbox"/> TEST | Enter a date |
| | | | | 3.8.3[b] | system media containing CUI is sanitized before it is released for reuse | Select Answer | <input type="checkbox"/> EXAMINE | <input type="checkbox"/> INTERVIEW | <input type="checkbox"/> TEST | Enter a date |
| MP | 3.8.4 | Mark media with necessary CUI markings and distribution limitations | Select Answer | 3.8.4[a] | media containing CUI is marked with applicable CUI markings | Select Answer | <input type="checkbox"/> EXAMINE | <input type="checkbox"/> INTERVIEW | <input type="checkbox"/> TEST | Enter a date |
| | | | | 3.8.4[b] | media containing CUI is marked with distribution limitations | Select Answer | <input type="checkbox"/> EXAMINE | <input type="checkbox"/> INTERVIEW | <input type="checkbox"/> TEST | Enter a date |
| | | Control access to media containing CUI | | 3.8.5[a] | access to media containing CUI is controlled | Select Answer | <input type="checkbox"/> EXAMINE | <input type="checkbox"/> INTERVIEW | <input type="checkbox"/> TEST | Enter a date |

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| MP | 3.8.5 | and maintain accountability for media during transport outside of controlled areas | Select Answer | 3.8.5[b] | accountability for media containing CUI is maintained during transport outside of controlled areas | Select Answer | <input type="checkbox"/> EXAMINE | <input type="checkbox"/> INTERVIEW | <input type="checkbox"/> TEST | Enter a date. |
| MP | 3.8.6 | Implement cryptographic mechanisms to protect the confidentiality of information stored on digital media during transport outside of controlled areas unless otherwise protected by alternate physical safeguards | Select Answer | | the confidentiality of CUI stored on digital media is protected during transport using cryptographic mechanisms or alternative physical safeguards | Select Answer | <input type="checkbox"/> EXAMINE | <input type="checkbox"/> INTERVIEW | <input type="checkbox"/> TEST | Enter a date. |
| MP | 3.8.7 | Control the use of removable media on information system components | Select Answer | | the use of removable media on system components containing CUI is controlled | Select Answer | <input type="checkbox"/> EXAMINE | <input type="checkbox"/> INTERVIEW | <input type="checkbox"/> TEST | Enter a date. |
| MP | 3.8.8 | Prohibit the use of portable storage devices when such devices have no identifiable owner | Select Answer | | the use of portable storage devices is prohibited when such devices have no identifiable owner | Select Answer | <input type="checkbox"/> EXAMINE | <input type="checkbox"/> INTERVIEW | <input type="checkbox"/> TEST | Enter a date. |
| MP | 3.8.9 | Protect the confidentiality of backup CUI at storage locations | Select Answer | | the confidentiality of backup CUI is protected at storage locations | Select Answer | <input type="checkbox"/> EXAMINE | <input type="checkbox"/> INTERVIEW | <input type="checkbox"/> TEST | Enter a date. |
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| FAM | CTRL# | REQUIREMENTS | COMPLIANCE | ASSESSMENT OBJECTIVE <i>(Determine if ...)</i> | | IMPLEMENTED | SELECT ASSESSMENT METHOD(S) | | | DATE |

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| PS | 3.9.1 | Screen individuals prior to authorizing access to information systems containing CUI | Select Answer | individuals are screened prior to authorizing access to organizational systems | | Select Answer | <input type="checkbox"/> EXAMINE | <input type="checkbox"/> INTERVIEW | <input type="checkbox"/> TEST | Enter a date. |
| PS | 3.9.2 | Ensure that CUI and information systems containing CUI are protected during and after personnel actions such as terminations and transfers | Select Answer | 3.9.2[a] | a policy and/or process for terminating system access authorization and any credentials coincident with personnel actions is established. | Select Answer | <input type="checkbox"/> EXAMINE | <input type="checkbox"/> INTERVIEW | <input type="checkbox"/> TEST | Enter a date. |
| | | | | 3.9.2[b] | system access and credentials are terminated consistent with personnel actions such as termination or transfer | Select Answer | <input type="checkbox"/> EXAMINE | <input type="checkbox"/> INTERVIEW | <input type="checkbox"/> TEST | Enter a date. |
| | | | | 3.9.2[c] | the system is protected during and after personnel transfer actions | Select Answer | <input type="checkbox"/> EXAMINE | <input type="checkbox"/> INTERVIEW | <input type="checkbox"/> TEST | Enter a date. |
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| FAM | CTRL# | REQUIREMENTS | COMPLIANCE | ASSESSMENT OBJECTIVE (Determine if ...) | | IMPLEMENTED | SELECT ASSESSMENT METHOD(S) | | | DATE |
| PE | 3.10.1 | Limit physical access to organizational information systems, equipment, and the respective operating environments to authorized individuals | Select Answer | 3.10.1[a] | for a facility that contains CUI, authorized individuals allowed physical access are identified | Select Answer | <input type="checkbox"/> EXAMINE | <input type="checkbox"/> INTERVIEW | <input type="checkbox"/> TEST | Enter a date. |
| | | | | 3.10.1[b] | physical access to an organizational system that processes, stores, or transmits CUI is limited to authorized individuals | Select Answer | <input type="checkbox"/> EXAMINE | <input type="checkbox"/> INTERVIEW | <input type="checkbox"/> TEST | Enter a date. |
| | | | | 3.10.1[c] | physical access to equipment that processes, stores, or transmits CUI is limited to authorized individuals | Select Answer | <input type="checkbox"/> EXAMINE | <input type="checkbox"/> INTERVIEW | <input type="checkbox"/> TEST | Enter a date. |
| | | | | 3.10.1[d] | physical access to operating environments where CUI is processed, stored, or transmitted limited to authorized individuals | Select Answer | <input type="checkbox"/> EXAMINE | <input type="checkbox"/> INTERVIEW | <input type="checkbox"/> TEST | Enter a date. |

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| PE | 3.10.2 | Protect and monitor the physical facility and support infrastructure for organizational systems. | Select Answer | 3.10.2[a] | the physical facility where that system resides is protected | Select Answer | <input type="checkbox"/> EXAMINE | <input type="checkbox"/> INTERVIEW | <input type="checkbox"/> TEST | Enter a date. |
| | | | | 3.10.2[b] | the support infrastructure for that system is protected | Select Answer | <input type="checkbox"/> EXAMINE | <input type="checkbox"/> INTERVIEW | <input type="checkbox"/> TEST | Enter a date. |
| | | | | 3.10.2[c] | the physical facility where that system resides is monitored | Select Answer | <input type="checkbox"/> EXAMINE | <input type="checkbox"/> INTERVIEW | <input type="checkbox"/> TEST | Enter a date. |
| | | | | 3.10.2[d] | the support infrastructure for that system is monitored | Select Answer | <input type="checkbox"/> EXAMINE | <input type="checkbox"/> INTERVIEW | <input type="checkbox"/> TEST | Enter a date. |
| PE | 3.10.3 | Escort visitors and monitor visitor activity | Select Answer | 3.10.3[a] | visitors are escorted | Select Answer | <input type="checkbox"/> EXAMINE | <input type="checkbox"/> INTERVIEW | <input type="checkbox"/> TEST | Enter a date. |
| | | | | 3.10.3[b] | visitor activity is monitored | Select Answer | <input type="checkbox"/> EXAMINE | <input type="checkbox"/> INTERVIEW | <input type="checkbox"/> TEST | Enter a date. |
| PE | 3.10.4 | Maintain audit logs of physical access | Select Answer | audit logs of physical access are maintained | | Select Answer | <input type="checkbox"/> EXAMINE | <input type="checkbox"/> INTERVIEW | <input type="checkbox"/> TEST | Enter a date. |
| PE | 3.10.5 | Control and manage physical access devices | Select Answer | 3.10.5[a] | physical access devices are identified | Select Answer | <input type="checkbox"/> EXAMINE | <input type="checkbox"/> INTERVIEW | <input type="checkbox"/> TEST | Enter a date. |
| | | | | 3.10.5[b] | physical access devices are controlled | Select Answer | <input type="checkbox"/> EXAMINE | <input type="checkbox"/> INTERVIEW | <input type="checkbox"/> TEST | Enter a date. |
| | | | | 3.10.5[c] | physical access devices are managed | Select Answer | <input type="checkbox"/> EXAMINE | <input type="checkbox"/> INTERVIEW | <input type="checkbox"/> TEST | Enter a date. |
| PE | 3.10.6 | Enforce safeguarding measures for CUI at alternate work sites | Select Answer | 3.10.6[a] | safeguarding measures for CUI are defined for alternative work sites | Select Answer | <input type="checkbox"/> EXAMINE | <input type="checkbox"/> INTERVIEW | <input type="checkbox"/> TEST | Enter a date. |
| | | | | 3.10.6[b] | safeguarding measures for CUI are enforced for alternative work sites | Select Answer | <input type="checkbox"/> EXAMINE | <input type="checkbox"/> INTERVIEW | <input type="checkbox"/> TEST | Enter a date. |
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| FAM | CTRL# | REQUIREMENTS | COMPLIANCE | ASSESSMENT OBJECTIVE (Determine if ...) | | IMPLEMENTED | SELECT ASSESSMENT METHOD(S) | | | DATE |
| | | Periodically assess the risk to the organizational operations (including | | 3.11.1[a] | the frequency to assess risk to organizational operations, organizational assets, and individuals is defined | Select Answer | <input type="checkbox"/> EXAMINE | <input type="checkbox"/> INTERVIEW | <input type="checkbox"/> TEST | Enter a date. |

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| RA | 3.11.1 | mission, functions, image, or reputation), organizational assets, and individuals, resulting from the operation of organizational systems and the associated processing, storage, or transmission of CUI | Select Answer | 3.11.1[b] | risk to organizational operations, organizational assets, and individuals resulting from the operation of an organizational system that processes, stores, or transmits CUI is assessed with the defined frequency | Select Answer | <input type="checkbox"/> EXAMINE | <input type="checkbox"/> INTERVIEW | <input type="checkbox"/> TEST | Enter a date. |
| RA | 3.11.2 | Scan for vulnerabilities in organizational systems and applications periodically and when new vulnerabilities affecting those systems and applications are identified | Select Answer | 3.11.2[a] | the frequency of scan for vulnerabilities in an organizational system and its applications that process, store, or transmit CUI is defined | Select Answer | <input type="checkbox"/> EXAMINE | <input type="checkbox"/> INTERVIEW | <input type="checkbox"/> TEST | Enter a date. |
| | | | | 3.11.2[b] | vulnerability scans are performed in an organizational system that processes, stores, or transmits CUI with the defined frequency | Select Answer | <input type="checkbox"/> EXAMINE | <input type="checkbox"/> INTERVIEW | <input type="checkbox"/> TEST | Enter a date. |
| | | | | 3.11.2[c] | vulnerability scans are performed in an application that contains CUI with the defined frequency | Select Answer | <input type="checkbox"/> EXAMINE | <input type="checkbox"/> INTERVIEW | <input type="checkbox"/> TEST | Enter a date. |
| | | | | 3.11.2[d] | vulnerability scans are performed in an organizational system that process, stores, or transmits CUI when new vulnerabilities are identified | Select Answer | <input type="checkbox"/> EXAMINE | <input type="checkbox"/> INTERVIEW | <input type="checkbox"/> TEST | Enter a date. |
| | | | | 3.11.2[e] | vulnerability scans are performed in an application that contains CUI when new vulnerabilities are identified | Select Answer | <input type="checkbox"/> EXAMINE | <input type="checkbox"/> INTERVIEW | <input type="checkbox"/> TEST | Enter a date. |

| RA | 3.11.3 | Remediate vulnerabilities in accordance with risk assessments | Select Answer | 3.11.3[a] | vulnerabilities are identified | Select Answer | <input type="checkbox"/> EXAMINE | <input type="checkbox"/> INTERVIEW | <input type="checkbox"/> TEST | Enter a date. |
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| | | | | 3.11.3[b] | vulnerabilities are remediated in accordance with risk assessments | Select Answer | <input type="checkbox"/> EXAMINE | <input type="checkbox"/> INTERVIEW | <input type="checkbox"/> TEST | Enter a date. |
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| FAM | CTRL# | REQUIREMENTS | COMPLIANCE | ASSESSMENT OBJECTIVE (Determine if ...) | | IMPLEMENTED | SELECT ASSESSMENT METHOD(S) | | | DATE |
| CA | 3.12.1 | Periodically assess the security controls in organizational systems to determine if the controls are effective in their application | Select Answer | 3.12.1[a] | the frequency of security control assessments is identified | Select Answer | <input type="checkbox"/> EXAMINE | <input type="checkbox"/> INTERVIEW | <input type="checkbox"/> TEST | Enter a date. |
| | | | | 3.12.1[b] | security controls are assessed with the defined frequency to determine if the controls are effective in their application | Select Answer | <input type="checkbox"/> EXAMINE | <input type="checkbox"/> INTERVIEW | <input type="checkbox"/> TEST | Enter a date. |
| CA | 3.12.2 | Develop and implement plans of action designed to correct deficiencies and reduce or eliminate vulnerabilities in organizational systems | Select Answer | 3.12.2[a] | deficiencies and vulnerabilities to be addressed by the plan of action are identified | Select Answer | <input type="checkbox"/> EXAMINE | <input type="checkbox"/> INTERVIEW | <input type="checkbox"/> TEST | Enter a date. |
| | | | | 3.12.2[b] | a plan of action is developed to correct identified deficiencies and reduce or eliminate identified vulnerabilities | Select Answer | <input type="checkbox"/> EXAMINE | <input type="checkbox"/> INTERVIEW | <input type="checkbox"/> TEST | Enter a date. |
| | | | | 3.12.2[c] | the plan of action is implemented to correct identified deficiencies and reduce or eliminate identified vulnerabilities | Select Answer | <input type="checkbox"/> EXAMINE | <input type="checkbox"/> INTERVIEW | <input type="checkbox"/> TEST | Enter a date. |
| CA | 3.12.3 | Monitor security controls on an ongoing basis to ensure the continued effectiveness of the controls | Select Answer | security controls are monitored on an ongoing basis to ensure the continued effectiveness of those controls | | Select Answer | <input type="checkbox"/> EXAMINE | <input type="checkbox"/> INTERVIEW | <input type="checkbox"/> TEST | Enter a date. |

| CA | 3.12.4 | Develop, document, and periodically update system security plans that describe system boundaries, system environments or operation, how security requirements are implemented, and the relationships with or connections to other systems | Select Answer | 3.12.4[a] | a system security plan is developed | Select Answer | <input type="checkbox"/> EXAMINE | <input type="checkbox"/> INTERVIEW | <input type="checkbox"/> TEST | Enter a date. |
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| | | | | 3.12.4[b] | the system boundary is described and documented in the system security plan | Select Answer | <input type="checkbox"/> EXAMINE | <input type="checkbox"/> INTERVIEW | <input type="checkbox"/> TEST | Enter a date. |
| | | | | 3.12.4[c] | the system environment of operation is described and documented in the system security plan | Select Answer | <input type="checkbox"/> EXAMINE | <input type="checkbox"/> INTERVIEW | <input type="checkbox"/> TEST | Enter a date. |
| | | | | 3.12.4[d] | how security requirements are implemented is described and documented in the system security plan | Select Answer | <input type="checkbox"/> EXAMINE | <input type="checkbox"/> INTERVIEW | <input type="checkbox"/> TEST | Enter a date. |
| | | | | 3.12.4[e] | the relationship with or connection to other systems is described and documented in the system security plan | Select Answer | <input type="checkbox"/> EXAMINE | <input type="checkbox"/> INTERVIEW | <input type="checkbox"/> TEST | Enter a date. |
| | | | | 3.12.4[f] | the frequency to update the system security plan is defined | Select Answer | <input type="checkbox"/> EXAMINE | <input type="checkbox"/> INTERVIEW | <input type="checkbox"/> TEST | Enter a date. |
| | | | | 3.12.4[g] | system security plan is updated with the defined frequency | Select Answer | <input type="checkbox"/> EXAMINE | <input type="checkbox"/> INTERVIEW | <input type="checkbox"/> TEST | Enter a date. |
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| FAM | CTRL# | REQUIREMENTS | COMPLIANCE | ASSESSMENT OBJECTIVE (Determine if ...) | | IMPLEMENTED | SELECT ASSESSMENT METHOD(S) | | | DATE |
| | | Monitor, control, and protect communications (i.e., information transmitted or received by organizational systems) at the external boundaries and key internal | | 3.13.1[a] | the external system boundary is defined | Select Answer | <input type="checkbox"/> EXAMINE | <input type="checkbox"/> INTERVIEW | <input type="checkbox"/> TEST | Enter a date. |
| | | | | 3.13.1[b] | key internal system boundaries are defined | Select Answer | <input type="checkbox"/> EXAMINE | <input type="checkbox"/> INTERVIEW | <input type="checkbox"/> TEST | Enter a date. |
| | | | | 3.13.1[c] | communications are monitored at the external system boundary | Select Answer | <input type="checkbox"/> EXAMINE | <input type="checkbox"/> INTERVIEW | <input type="checkbox"/> TEST | Enter a date. |
| | | | | 3.13.1[d] | communications are monitored at key internal boundaries | Select Answer | <input type="checkbox"/> EXAMINE | <input type="checkbox"/> INTERVIEW | <input type="checkbox"/> TEST | Enter a date. |

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|----|--------|---|---------------|-----------|---|---------------|----------------------------------|------------------------------------|-------------------------------|---------------|
| SC | 3.13.1 | boundaries of organizational systems | Select Answer | 3.13.1[e] | communications are controlled at the external system boundary | Select Answer | <input type="checkbox"/> EXAMINE | <input type="checkbox"/> INTERVIEW | <input type="checkbox"/> TEST | Enter a date. |
| | | | | 3.13.1[f] | communications are controlled at key internal boundaries | Select Answer | <input type="checkbox"/> EXAMINE | <input type="checkbox"/> INTERVIEW | <input type="checkbox"/> TEST | Enter a date. |
| | | | | 3.13.1[g] | communications are protected at the external system boundary | Select Answer | <input type="checkbox"/> EXAMINE | <input type="checkbox"/> INTERVIEW | <input type="checkbox"/> TEST | Enter a date. |
| | | | | 3.13.1[h] | communications are protected at key internal boundaries | Select Answer | <input type="checkbox"/> EXAMINE | <input type="checkbox"/> INTERVIEW | <input type="checkbox"/> TEST | Enter a date. |
| SC | 3.13.2 | Employ architectural designs, software development techniques, and systems engineering principles that promote effective information security within organizational systems | Select Answer | 3.13.2[a] | architectural designs that promote effective information security are identified | Select Answer | <input type="checkbox"/> EXAMINE | <input type="checkbox"/> INTERVIEW | <input type="checkbox"/> TEST | Enter a date. |
| | | | | 3.13.2[b] | software development techniques that promote effective information security are identified | Select Answer | <input type="checkbox"/> EXAMINE | <input type="checkbox"/> INTERVIEW | <input type="checkbox"/> TEST | Enter a date. |
| | | | | 3.13.2[c] | systems engineering principles that promote effective information security are identified | Select Answer | <input type="checkbox"/> EXAMINE | <input type="checkbox"/> INTERVIEW | <input type="checkbox"/> TEST | Enter a date. |
| | | | | 3.13.2[d] | identified architectural designs that promote effective information security are employed | Select Answer | <input type="checkbox"/> EXAMINE | <input type="checkbox"/> INTERVIEW | <input type="checkbox"/> TEST | Enter a date. |
| | | | | 3.13.2[e] | identified software development techniques that promote effective information security are employed | Select Answer | <input type="checkbox"/> EXAMINE | <input type="checkbox"/> INTERVIEW | <input type="checkbox"/> TEST | Enter a date. |
| | | | | 3.13.2[f] | identified systems engineering principles that promote effective information security are employed | Select Answer | <input type="checkbox"/> EXAMINE | <input type="checkbox"/> INTERVIEW | <input type="checkbox"/> TEST | Enter a date. |
| | | Separate user functionality from | | 3.13.3[a] | user functionality is identified | Select Answer | <input type="checkbox"/> EXAMINE | <input type="checkbox"/> INTERVIEW | <input type="checkbox"/> TEST | Enter a date. |

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| SC | 3.13.3 | functionality from system management functionality | Select Answer | 3.13.3[b] | system management functionality is identified | Select Answer | <input type="checkbox"/> EXAMINE | <input type="checkbox"/> INTERVIEW | <input type="checkbox"/> TEST | Enter a date. |
| | | | | 3.13.3[c] | user functionality is separated from system management functionality | Select Answer | <input type="checkbox"/> EXAMINE | <input type="checkbox"/> INTERVIEW | <input type="checkbox"/> TEST | Enter a date. |
| SC | 3.13.4 | Prevent unauthorized and unintended information transfer via shared system resources | Select Answer | unauthorized and unintended information transfer via shared system resources is prevented | | Select Answer | <input type="checkbox"/> EXAMINE | <input type="checkbox"/> INTERVIEW | <input type="checkbox"/> TEST | Enter a date. |
| SC | 3.13.5 | Implement subnetworks for publicly accessible system components that are physically or logically separated from internal networks | Select Answer | 3.13.5[a] | publicly accessible system components are identified | Select Answer | <input type="checkbox"/> EXAMINE | <input type="checkbox"/> INTERVIEW | <input type="checkbox"/> TEST | Enter a date. |
| | | | | 3.13.5[b] | subnetworks for publicly accessible system components are physically or logically separated from internal networks | Select Answer | <input type="checkbox"/> EXAMINE | <input type="checkbox"/> INTERVIEW | <input type="checkbox"/> TEST | Enter a date. |
| SC | 3.13.6 | Deny network communications traffic by default and allow network communications | Select Answer | 3.13.6[a] | network communications traffic is denied by default | Select Answer | <input type="checkbox"/> EXAMINE | <input type="checkbox"/> INTERVIEW | <input type="checkbox"/> TEST | Enter a date. |
| | | | | 3.13.6[b] | network communications traffic is allowed by exception | Select Answer | <input type="checkbox"/> EXAMINE | <input type="checkbox"/> INTERVIEW | <input type="checkbox"/> TEST | Enter a date. |

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|----|--------|--|---------------|--|--|---------------|----------------------------------|------------------------------------|-------------------------------|---------------|
| SC | 3.13.7 | Prevent remote devices from simultaneously establishing non-remote connections with organizational systems and communicating via some other connection to resources in external networks (i.e., split tunneling) | Select Answer | remote devices are prevented from simultaneously establishing non-remote connections with the system and communicating via some other connection to resources in external networks (i.e., split tunneling) | | Select Answer | <input type="checkbox"/> EXAMINE | <input type="checkbox"/> INTERVIEW | <input type="checkbox"/> TEST | Enter a date. |
| SC | 3.13.8 | Implement cryptographic mechanisms to prevent unauthorized disclosure of CUI during transmission unless otherwise protected by alternative physical safeguards | Select Answer | 3.13.8[a] | cryptographic mechanisms intended to prevent unauthorized disclosure of CUI are identified | Select Answer | <input type="checkbox"/> EXAMINE | <input type="checkbox"/> INTERVIEW | <input type="checkbox"/> TEST | Enter a date. |
| | | | | 3.13.8[b] | alternative physical safeguards intended to prevent unauthorized disclosure of CUI are identified | Select Answer | <input type="checkbox"/> EXAMINE | <input type="checkbox"/> INTERVIEW | <input type="checkbox"/> TEST | Enter a date. |
| | | | | 3.13.8[c] | either cryptographic mechanisms or alternative physical safeguards are implemented to prevent unauthorized disclosure of CUI during transmission | Select Answer | <input type="checkbox"/> EXAMINE | <input type="checkbox"/> INTERVIEW | <input type="checkbox"/> TEST | Enter a date. |
| | | Terminate network connections associated with communications sessions at the end of | | 3.13.9[a] | a period of inactivity to terminate network connections associated with communications sessions is defined | Select Answer | <input type="checkbox"/> EXAMINE | <input type="checkbox"/> INTERVIEW | <input type="checkbox"/> TEST | Enter a date. |

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|----|---------|---|---------------|---|---|---------------|----------------------------------|------------------------------------|-------------------------------|---------------|
| SC | 3.13.9 | the sessions or after a defined period of inactivity | Select Answer | 3.13.9[b] | network connections associated with communications sessions are terminated at the end of the sessions | Select Answer | <input type="checkbox"/> EXAMINE | <input type="checkbox"/> INTERVIEW | <input type="checkbox"/> TEST | Enter a date. |
| | | | | 3.13.9[c] | network connections associated with communications sessions are terminated after the defined period of inactivity | Select Answer | <input type="checkbox"/> EXAMINE | <input type="checkbox"/> INTERVIEW | <input type="checkbox"/> TEST | Enter a date. |
| SC | 3.13.10 | Establish and manage cryptographic keys for cryptography employed in organizational systems | Select Answer | 3.13.10[a] | cryptographic keys are established whenever cryptography is employed | Select Answer | <input type="checkbox"/> EXAMINE | <input type="checkbox"/> INTERVIEW | <input type="checkbox"/> TEST | Enter a date. |
| | | | | 3.13.10[b] | cryptographic keys are managed whenever cryptography is employed | Select Answer | <input type="checkbox"/> EXAMINE | <input type="checkbox"/> INTERVIEW | <input type="checkbox"/> TEST | Enter a date. |
| SC | 3.13.11 | Employ FIPS-validated cryptography when used to protect the confidentiality of CUI | Select Answer | FIPS-validated cryptography is employed to protect the confidentiality of CUI | | Select Answer | <input type="checkbox"/> EXAMINE | <input type="checkbox"/> INTERVIEW | <input type="checkbox"/> TEST | Enter a date. |
| SC | 3.13.12 | Prohibit remote activation of collaborative computing devices and provide indication of devices in use to users present at the device | Select Answer | 3.13.12[a] | collaborative computing devices are identified | Select Answer | <input type="checkbox"/> EXAMINE | <input type="checkbox"/> INTERVIEW | <input type="checkbox"/> TEST | Enter a date. |
| | | | | 3.13.12[b] | collaborative computing devices provide indication to users of devices in use | Select Answer | <input type="checkbox"/> EXAMINE | <input type="checkbox"/> INTERVIEW | <input type="checkbox"/> TEST | Enter a date. |
| | | | | 3.13.12[c] | remote activation of collaborative computing devices is prohibited | Select Answer | <input type="checkbox"/> EXAMINE | <input type="checkbox"/> INTERVIEW | <input type="checkbox"/> TEST | Enter a date. |
| SC | 3.13.13 | Control and monitor the use of mobile code | Select Answer | 3.13.13[a] | use of mobile code is controlled | Select Answer | <input type="checkbox"/> EXAMINE | <input type="checkbox"/> INTERVIEW | <input type="checkbox"/> TEST | Enter a date. |
| | | | | 3.13.13[b] | use of mobile code is monitored | Select Answer | <input type="checkbox"/> EXAMINE | <input type="checkbox"/> INTERVIEW | <input type="checkbox"/> TEST | Enter a date. |
| SC | 3.13.14 | Control and monitor the use of Voice over Internet Protocol | Select Answer | 3.13.14[a] | use of Voice over Internet Protocol (VoIP) technologies is controlled | Select Answer | <input type="checkbox"/> EXAMINE | <input type="checkbox"/> INTERVIEW | <input type="checkbox"/> TEST | Enter a date. |

| SC | 3.13.14 | Internet Protocol (VoIP) technologies | Select Answer | 3.13.14[b] | use of Voice over Internet Protocol (VoIP) technologies is monitored | Select Answer | <input type="checkbox"/> EXAMINE | <input type="checkbox"/> INTERVIEW | <input type="checkbox"/> TEST | Enter a date. |
|-----|---------|--|---------------|--|--|---------------|----------------------------------|------------------------------------|-------------------------------|---------------|
| SC | 3.13.15 | Protect the authenticity of communications sessions | Select Answer | | authenticity of communications sessions | Select Answer | <input type="checkbox"/> EXAMINE | <input type="checkbox"/> INTERVIEW | <input type="checkbox"/> TEST | Enter a date. |
| SC | 3.13.16 | Protect the confidentiality of CUI at rest | Select Answer | | the confidentiality of CUI at rest is protected | Select Answer | <input type="checkbox"/> EXAMINE | <input type="checkbox"/> INTERVIEW | <input type="checkbox"/> TEST | Enter a date. |
| | | | | | | | | | | |
| FAM | CTRL# | REQUIREMENTS | COMPLIANCE | ASSESSMENT OBJECTIVE (Determine if ...) | | IMPLEMENTED | SELECT ASSESSMENT METHOD(S) | | | DATE |
| SI | 3.14.1 | Identity, report, and correct system flaws in a timely manner | Select Answer | 3.14.1[a] | the time within which to identify system flaws is specified | Select Answer | <input type="checkbox"/> EXAMINE | <input type="checkbox"/> INTERVIEW | <input type="checkbox"/> TEST | Enter a date. |
| | | | | 3.14.1[b] | system flaws are identified within the specified time frame | Select Answer | <input type="checkbox"/> EXAMINE | <input type="checkbox"/> INTERVIEW | <input type="checkbox"/> TEST | Enter a date. |
| | | | | 3.14.1[c] | the time within which to report system flaws is specified | Select Answer | <input type="checkbox"/> EXAMINE | <input type="checkbox"/> INTERVIEW | <input type="checkbox"/> TEST | Enter a date. |
| | | | | 3.14.1[d] | system flaws are reported within the specified time frame | Select Answer | <input type="checkbox"/> EXAMINE | <input type="checkbox"/> INTERVIEW | <input type="checkbox"/> TEST | Enter a date. |
| | | | | 3.14.1[e] | the time within which to correct system flaws is specified | Select Answer | <input type="checkbox"/> EXAMINE | <input type="checkbox"/> INTERVIEW | <input type="checkbox"/> TEST | Enter a date. |
| | | | | 3.14.1[f] | system flaws are corrected within the specified time frame | Select Answer | <input type="checkbox"/> EXAMINE | <input type="checkbox"/> INTERVIEW | <input type="checkbox"/> TEST | Enter a date. |
| SI | 3.14.2 | Provide protection from malicious code at designated locations within organizational systems | Select Answer | 3.14.2[a] | designated locations for malicious code protection are identified | Select Answer | <input type="checkbox"/> EXAMINE | <input type="checkbox"/> INTERVIEW | <input type="checkbox"/> TEST | Enter a date. |
| | | | | 3.14.2[b] | protection from malicious code at designated locations is provided | Select Answer | <input type="checkbox"/> EXAMINE | <input type="checkbox"/> INTERVIEW | <input type="checkbox"/> TEST | Enter a date. |

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|----|--------|--|---------------|--|--|---------------|----------------------------------|------------------------------------|-------------------------------|---------------|
| SI | 3.14.3 | Monitor system security alerts and advisories and take action in response | Select Answer | 3.14.3[a] | response actions to system security alerts and advisories are identified | Select Answer | <input type="checkbox"/> EXAMINE | <input type="checkbox"/> INTERVIEW | <input type="checkbox"/> TEST | Enter a date. |
| | | | | 3.14.3[b] | system security alerts and advisories are monitored | Select Answer | <input type="checkbox"/> EXAMINE | <input type="checkbox"/> INTERVIEW | <input type="checkbox"/> TEST | Enter a date. |
| | | | | 3.14.3[c] | actions in response to system security alerts and advisories are taken | Select Answer | <input type="checkbox"/> EXAMINE | <input type="checkbox"/> INTERVIEW | <input type="checkbox"/> TEST | Enter a date. |
| SI | 3.14.4 | Update malicious code protection mechanisms when new releases are available | Select Answer | malicious code protection mechanisms are updated when new releases are available | | Select Answer | <input type="checkbox"/> EXAMINE | <input type="checkbox"/> INTERVIEW | <input type="checkbox"/> TEST | Enter a date. |
| SI | 3.14.5 | Perform periodic scans of organizational systems and real-time scans of files from external sources as files are downloaded, opened, or executed | Select Answer | 3.14.5[a] | the frequency of malicious code scans is defined | Select Answer | <input type="checkbox"/> EXAMINE | <input type="checkbox"/> INTERVIEW | <input type="checkbox"/> TEST | Enter a date. |
| | | | | 3.14.5[b] | malicious code scans are performed with the defined frequency | Select Answer | <input type="checkbox"/> EXAMINE | <input type="checkbox"/> INTERVIEW | <input type="checkbox"/> TEST | Enter a date. |
| | | | | 3.14.5[c] | real-time malicious code scans of files from external sources as files are downloaded, opened, or executed are performed | Select Answer | <input type="checkbox"/> EXAMINE | <input type="checkbox"/> INTERVIEW | <input type="checkbox"/> TEST | Enter a date. |
| SI | 3.14.6 | Monitor organizational systems, including inbound and outbound communication traffic, to detect attacks and indicators of potential attacks | Select Answer | 3.14.6[a] | the system is monitored to detect attacks and indicators of potential attacks | Select Answer | <input type="checkbox"/> EXAMINE | <input type="checkbox"/> INTERVIEW | <input type="checkbox"/> TEST | Enter a date. |
| | | | | 3.14.6[b] | inbound communications traffic is monitored to detect attacks and indicators of potential attacks | Select Answer | <input type="checkbox"/> EXAMINE | <input type="checkbox"/> INTERVIEW | <input type="checkbox"/> TEST | Enter a date. |
| | | | | 3.14.6[c] | outbound communications traffic is monitored to detect attacks and indicators of potential attacks | Select Answer | <input type="checkbox"/> EXAMINE | <input type="checkbox"/> INTERVIEW | <input type="checkbox"/> TEST | Enter a date. |
| SI | 3.14.7 | Identify unauthorized use of organizational | Select Answer | 3.14.7[a] | authorized use of the system is defined | Select Answer | <input type="checkbox"/> EXAMINE | <input type="checkbox"/> INTERVIEW | <input type="checkbox"/> TEST | Enter a date. |

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|----|--------|---------|---------------|-----------|--|---------------|----------------------------------|------------------------------------|-------------------------------|---------------|
| 31 | 3.14.7 | systems | Select Answer | 3.14.7[b] | unauthorized use of the system is identified | Select Answer | <input type="checkbox"/> EXAMINE | <input type="checkbox"/> INTERVIEW | <input type="checkbox"/> TEST | Enter a date. |
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DHA

6/1/2018

Note: "Contractors may insert one or multiple potential options in the Assessment Methods column. Organizations are not expected to employ *all* assessment methods and objectives contained within the assessment procedures. Rather they have the flexibility to determine the level of effort needed and the assurance required for an assessment. The organization employs Audit Review, through proper Integration / Scanning and Monitoring Capabilities that identify the breadth and depth of coverage. The correlation of information through vulnerability scanning determines the veracity through continuous monitoring for vulnerabilities and correlating attack detection events. The resulting methods will provide the government contractor documentation of the "depth and rigor" used in assessing the required Information Assurance Controls. The contractor must ensure that the security controls required by the contract are implemented correctly, operating as intended, and support the security policies of the Defense Health Agency."

Note: Requirements derived from NIST SP 800-171, Chapter 3. Assessment Objectives and Methods derived from NIST SP 800-171A, Chapter 3.

**Written Determination <Insert Reference #>
in Support of
DoDI 8582.01 Checklist for Minimum Security Controls**

<Insert Date>

Contract Reference #
Contractor Name
Street Address
City, ST ZIP

| | |
|---|--|
| Information Assurance (IA) Control #: | <Enter the specific IA Control # from the "Checklist"> |
| IA Control Nomenclature: | <Enter the specific IA Control's Nomenclature> |
| Compliance Statement: | <Restate the Contractor's compliance with the IA Control.> |
| Issue: | |
| <Provide basic "business" description for why the contractor cannot / will not meet the requirements of the NIST 800-171/171A IA control as listed on Checklist and Certification for Minimum Level of Enhanced Safeguarding for Unclassified DoD Information for Minimum Security Controls.> | |
| Contractor-identified Solution: | |
| <Provide a business-level description of the contractor's alternative plan to satisfy the security requirements associated with the Checklist's specific IA control.> | |
| Mitigation / Remediation Plan: | |
| <As appropriate, provide a business-level description of the contractor's plan of action and milestone for implementing the solution listed above.> | |
| Risk Acceptance Statement | |
| <Provide a statement the contractor accepts the risk of either implementing a technical solution different from the NIST guidance or contract operations until the NIST control can be implemented.> | |

| CONTRACT DATA REQUIREMENTS LIST (1 Data Item) | | | | | | Form Approved OMB No. 0704-0188 | | | |
|---|--|--------------------------------|---------------------------------------|--|---|------------------------------------|----------------------|-----------|--|
| The public reporting burden for this collection of information is estimated to average 110 hours per response, including the time for reviewing instructions, searching existing data sources, gathering and maintaining the data needed, and completing and reviewing the collection of information. Send comments regarding this burden estimate or any other aspect of this collection of information, including suggestions for reducing the burden, to the Department of Defense, Executive Services and Communications Directorate (0704-0188). Respondents should be aware that notwithstanding any other provision of law, no person shall be subject to any penalty for failing to comply with a collection of information if it does not display a currently valid OMB control number. Please do not return your form to the above organization. Send completed form to the Government Issuing Contracting Officer for the Contract/PR No. listed in Block E. | | | | | | | | | |
| A. CONTRACT LINE ITEM NO. | | B. EXHIBIT | | C. CATEGORY: TDP _____ TM _____ OTHER _____ | | | | | |
| D. SYSTEM/ITEM TRICARE Pharmacy Program | | | E. CONTRACT/PR NO. HT940221C0007 | | F. CONTRACTOR Express Scripts, Inc (ESI) | | | | |
| 1. DATA ITEM NO. A050 | 2. TITLE OF DATA ITEM Quality Management Plan | | | | 3. SUBTITLE Initial | | | | |
| 4. AUTHORITY (Data Acquisition Document No.) | | | 5. CONTRACT REFERENCE CTR C.14.1.1 | | 6. REQUIRING OFFICE Pharm Ops | | | | |
| 7. DD 250 REQ N/A | 9. DIST STATEMENT REQUIRED D | 10. FREQUENCY See Block 16 | | 12. DATE OF FIRST SUBMISSION See Block 16 | | 14. DISTRIBUTION | | | |
| 8. APP CODE N/A | | 11. AS OF DATE See Block 16 | | 13. DATE OF SUBSEQUENT SUBMISSION See Block 16 | | a. ADDRESSEE | | b. COPIES | |
| 16. REMARKS FIRST SUBMISSION: Frequency: One Time Reporting Period Start Date: Transition-In Due Date: 180 calendar days prior to the start of service delivery SUBSEQUENT SUBMISSION: Frequency: Annual (Option Period) Reporting Period Start Date: Start of service delivery Due Date: Subsequent submissions within 1 year of previous submission PHI/PII: No FILE FORMAT: Mutually agreed upon format CONTENT DETAILS; The Contractor shall provide a comprehensive quality control plan. The plan shall be reviewed and revised no less than annually or when changes are required. | | | | | | Draft | | Final | |
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| | | | | | | Submit through the | | | |
| | | | | | | DHA e-Commerce | | | |
| | | | | | | Extranet. | | | |
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| G. PREPARED BY Teisha A Robertson | | | H. DATE 4/19/2021 | | I. APPROVED BY Henry J Gibbs | | J. DATE 4/19/2021 | | |

17. PRICE GROUP

18. ESTIMATED
TOTAL PRICE

| CONTRACT DATA REQUIREMENTS LIST (1 Data Item) | | | | | Form Approved OMB No. 0704-0188 | | | | | | | |
|---|---|--------------------------------|--|--|---|------------|-----------|---------------------|--|---------------------------------|---|---------------------|
| <p>The public reporting burden for this collection of information is estimated to average 110 hours per response, including the time for reviewing instructions, searching existing data sources, gathering and maintaining the data needed, and completing and reviewing the collection of information. Send comments regarding this burden estimate or any other aspect of this collection of information, including suggestions for reducing the burden, to the Department of Defense, Executive Services and Communications Directorate (0704-0188). Respondents should be aware that notwithstanding any other provision of law, no person shall be subject to any penalty for failing to comply with a collection of information if it does not display a currently valid OMB control number. Please do not return your form to the above organization. Send completed form to the Government Issuing Contracting Officer for the Contract/PR No. listed in Block E.</p> | | | | | | | | | | | | |
| A. CONTRACT LINE ITEM NO. | | B. EXHIBIT | | C. CATEGORY: TDP _____ TM _____ OTHER _____ | | | | | | | | |
| D. SYSTEM/ITEM TRICARE Pharmacy Program | | | E. CONTRACT/PR NO. HT940221C0007 | | F. CONTRACTOR Express Scripts, Inc (ESI) | | | | | | | |
| 1. DATA ITEM NO. A060 | 2. TITLE OF DATA ITEM Service Organization Control Report (SOC1) - Statement on Standards for Attestation Engagements, SSAE No. 18 (Prime) | | | 3. SUBTITLE REV on 2/9/2022 | | | | | | | | |
| 4. AUTHORITY (Data Acquisition Document No.) | | | 5. CONTRACT REFERENCE CTR G.4.2 | | 6. REQUIRING OFFICE CRM | | | | | | | |
| 7. DD 250 REQ N/A | 9. DIST STATEMENT REQUIRED | 10. FREQUENCY See Block 16 | 12. DATE OF FIRST SUBMISSION See Block 16 | | 14. DISTRIBUTION | | | | | | | |
| 8. APP CODE N.A | D | 11. AS OF DATE See Block 16 | 13. DATE OF SUBSEQUENT SUBMISSION See Block 16 | | a. ADDRESSEE | | b. COPIES | | | | | |
| | | | | | Draft | Final 1 | Reg Repro | | | | | |
| 16. REMARKS FIRST SUBMISSION: Frequency: One Time (January 1 2023 - May 31, 2023) Reporting Period Start Date: January 1, 2023 Due Date: 45 calendar days after end of reporting period SUBSEQUENT SUBMISSION: Frequency: Annual (1 June - 31 May) Reporting Period Start Date: June 1, 2023 Due Date: 45 calendar days after end of reporting period PHI/PII: No FILE FORMAT: No specific format required CONTENT DETAILS: The contractor shall provide a copy of its SOC 1 Report, based upon the Statement of Standards for Attestation Engagements, SSAE No. 18 (also called SSAE 18). A SOC 1 Report is an audit, done by an independent auditor, related to the requirements of the Sarbanes-Oxley Act of 2002, and as updated by AICPA in 2017. Management/government reserves the right to perform additional monitoring procedures, such as site visits to the service organization to independently evaluate relevant controls. The government reserves the right to perform additional monitoring procedures such as: -Reviewing and reconciling output reports -Holding periodic discussions with the service organization -Testing controls at the service organization. | | | | | Submit through the | | | | | | | |
| | | | | | DHA e-Commerce | | | | | | | |
| | | | | | Extranet. | | | | | | | |
| | | | | | (Per TOM C14) | | | | | | | |
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| | | | | | G. PREPARED BY Laura E White | | | H. DATE 2/9/2022 | | I. APPROVED BY Henry J Gibbs | | J. DATE 2/9/2022 |

17. PRICE GROUP

18. ESTIMATED
TOTAL PRICE

| CONTRACT DATA REQUIREMENTS LIST (1 Data Item) | | | | | Form Approved OMB No. 0704-0188 | | | | | | | |
|---|--|--------------------------------|--|--|---|-----------|-----|----------------------|--|---------------------------------|---|----------------------|
| The public reporting burden for this collection of information is estimated to average 110 hours per response, including the time for reviewing instructions, searching existing data sources, gathering and maintaining the data needed, and completing and reviewing the collection of information. Send comments regarding this burden estimate or any other aspect of this collection of information, including suggestions for reducing the burden, to the Department of Defense, Executive Services and Communications Directorate (0704-0188). Respondents should be aware that notwithstanding any other provision of law, no person shall be subject to any penalty for failing to comply with a collection of information if it does not display a currently valid OMB control number. Please do not return your form to the above organization. Send completed form to the Government Issuing Contracting Officer for the Contract/PR No. listed in Block E. | | | | | | | | | | | | |
| A. CONTRACT LINE ITEM NO. | | B. EXHIBIT | | C. CATEGORY: TDP _____ TM _____ OTHER _____ | | | | | | | | |
| D. SYSTEM/ITEM TRICARE Pharmacy Program | | | E. CONTRACT/PR NO. HT940221C0007 | | F. CONTRACTOR Express Scripts, Inc (ESI) | | | | | | | |
| 1. DATA ITEM NO. A061 | 2. TITLE OF DATA ITEM Bridge Letter in Support of Service Organization Control Report (SOC1) - Statement on Standards for Attestation Engagements, SSAE No 18 (Prime) | | | 3. SUBTITLE REV 2/10/2022 | | | | | | | | |
| 4. AUTHORITY (Data Acquisition Document No.) | | | 5. CONTRACT REFERENCE CTR G.4.2 | | 6. REQUIRING OFFICE CRM | | | | | | | |
| 7. DD 250 REQ N/A | 9. DIST STATEMENT REQUIRED | 10. FREQUENCY See Block 16 | 12. DATE OF FIRST SUBMISSION See Block 16 | | 14. DISTRIBUTION | | | | | | | |
| 8. APP CODE N/A | D | 11. AS OF DATE See Block 16 | 13. DATE OF SUBSEQUENT SUBMISSION See Block 16 | | a. ADDRESSEE | b. COPIES | | | | | | |
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| 16. REMARKS FIRST SUBMISSION: Frequency: One Time (Start of service delivery – 31 May) Reporting Period Start and End Date (Bridge Letter): 1 June - 30 September Due Date: 5 calendar days after end of reporting period SUBSEQUENT SUBMISSION: Frequency: Annual (1 June – 31 May) Reporting Period Start and End Date (Bridge Letter): 1 June - 30 September Due Date: 5 calendar days after end of reporting period PHI/PII: No FILE FORMAT: Mutually agreed upon format CONTENT DETAILS: The Contractor shall provide annually a Bridge Letter covering the period 1 June through 30 September, format to be provided by the Government or its auditors. Such Bridge Letter shall be received by the Government no later than 5 calendar days into October. Bridge Letter Template is attached with updates provided by the Government as required. | | | | | Submit through the | | | | | | | |
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| | | | | | G. PREPARED BY Laura E White | | | H. DATE 2/10/2022 | | I. APPROVED BY Henry J Gibbs | | J. DATE 2/10/2022 |

17. PRICE GROUP

18. ESTIMATED
TOTAL PRICE

September 30, 20XX {Insert Contractor Name} Responses to

SOC 1 Review Questionnaire

1. Any changes to the operating processes/internal control environment which were detailed and tested in the SOC 1 for the period ended September 30, 20XX. Do you expect any changes to occur prior to September 30, 20XX?

RESPONSE:

2. Are there any scope changes since the last SOC 1 noted above?

RESPONSE:

3. Can you identify any event that may impact DHA's internal controls over financial reporting during the current year?

RESPONSE:

4. Please indicate if there has been a significant, i.e. greater than 10% personnel turnover in any of the following areas as it relates to the Health Care contract (XXX,XXX, if any):

- a. Claim Processing
- b. Electronic Claim Entry
- c. Manual Claim Entry
- d. Claims Adjudication
- e. Master File Maintenance
- f. Claims Adjustments
- g. Financial Administration

RESPONSE:

5. When was the last independent audit completed by the internal audit department which covered the XXXX claims processing for the TRICARE contracts? Have there been any deficiencies noted by the internal audit department in FY XX as it relates to the XXXX claims processing for the TRICARE contracts?

RESPONSE:

6. Please discuss the progress of any corrective actions on any outstanding deficiencies noted in the SOC 1 referenced above as it relates to DHA.

RESPONSE:

| Deficiency in FYE 9-30-XX TRICARE SOC 1 | Current Status |
|---|----------------|
| 1. Control Objective XX XXXXXX | |
| 2. Control Objective XX XXXXXX | |
| 3. Control Objective XX XXXXXX | |
| 4. Control Objective XX XXXXXX | |

7. Please indicate any system changes at XXXX or any changes XXXX needed to make due to requests from Defense Health Agency (DHA) as they relate to XXXX?

RESPONSE:

8. Please indicate any IT changes, as they relate to the XXXX Health Care contracts.

RESPONSE:

9. Please indicate any significant, i.e. greater than 10%, increases/decreases in the volume of claims processed for the XXXX Health Care contracts.

RESPONSE:

10. Please indicate any changes in the policies and procedures related to the claims processing and claims adjudication process, as they relate to the XXXX Health Care contracts.

RESPONSE:

11. Please indicate any changes in the policies and procedures related to the quality assurance department, as they relate to the XXXX Health Care contracts.

RESPONSE:

12. Please indicate any changes in the policies and procedures related to the duplicate claims reviews, as they related to the XXXX Health Care contracts.

RESPONSE:

13. If the Service Provider is using a Sub-Contractor, how is the Service Provider monitoring the Sub-Contractor's controls in compliance with SSAE No 18?

RESPONSE:

14. When is the Contractor's new SOC 1, compliant with SSAE No 18, expected to be delivered to DHA?

RESPONSE:

| CONTRACT DATA REQUIREMENTS LIST (1 Data Item) | | | | | | Form Approved OMB No. 0704-0188 | | | | | |
|---|--|--------------------------------|-------------------------------------|--|---|------------------------------------|----------------------|--|-------|--|--|
| The public reporting burden for this collection of information is estimated to average 110 hours per response, including the time for reviewing instructions, searching existing data sources, gathering and maintaining the data needed, and completing and reviewing the collection of information. Send comments regarding this burden estimate or any other aspect of this collection of information, including suggestions for reducing the burden, to the Department of Defense, Executive Services and Communications Directorate (0704-0188). Respondents should be aware that notwithstanding any other provision of law, no person shall be subject to any penalty for failing to comply with a collection of information if it does not display a currently valid OMB control number. Please do not return your form to the above organization. Send completed form to the Government Issuing Contracting Officer for the Contract/PR No. listed in Block E. | | | | | | | | | | | |
| A. CONTRACT LINE ITEM NO. | | B. EXHIBIT Exhibit A | | C. CATEGORY: TDP _____ TM _____ OTHER _____ | | | | | | | |
| D. SYSTEM/ITEM TRICARE Pharmacy Program | | | E. CONTRACT/PR NO. HT940221C0007 | | F. CONTRACTOR Express Scripts, Inc (ESI) | | | | | | |
| 1. DATA ITEM NO. A070 | 2. TITLE OF DATA ITEM Risk Assessment Letter of Assurance | | | | 3. SUBTITLE Initial | | | | | | |
| 4. AUTHORITY (Data Acquisition Document No.) | | | 5. CONTRACT REFERENCE TOM C19 S3 | | 6. REQUIRING OFFICE Privacy Office | | | | | | |
| 7. DD 250 REQ N/A | 9. DIST STATEMENT REQUIRED D | 10. FREQUENCY See Block 16 | | 12. DATE OF FIRST SUBMISSION See Block 16 | | 14. DISTRIBUTION | | | | | |
| 8. APP CODE N/A | | 11. AS OF DATE See Block 16 | | 13. DATE OF SUBSEQUENT SUBMISSION See Block 16 | | a. ADDRESSEE | | | | | |
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| 16. REMARKS FIRST SUBMISSION: Frequency: One Time Reporting Period Start Date: Transition-In Due Date: Not later than 9 months after start of reporting period SUBSEQUENT SUBMISSION: Frequency: Annual (Option Period) Reporting Period Start Date: Start of service delivery Due Date: No later than the anniversary date of previous report PHI/PII: No FILE FORMAT: No specific file format required CONTENT DETAILS: The Contractor shall submit letter of assurance representing that it has conducted its initial or annual HIPAA risk assessment and, if necessary, develop an action plan to address any deficiencies identified, in compliance with DoD HIPAA requirements applicable to the Contractor. Sample is attached. | | | | | | Submit through the | | | | | |
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| G. PREPARED BY Joseph E Davidge | | | H. DATE 4/19/2021 | | I. APPROVED BY Henry J Gibbs | | J. DATE 4/19/2021 | | | | |

17. PRICE GROUP

18. ESTIMATED
TOTAL PRICE

ANNUAL RISK ASSESSMENT LETTER OF ASSURANCE (SAMPLE)

Defense Health Agency (DHA)/Contract Management
16401 E Centretex Parkway
Aurora, CO 80011
ATTN: Administrative Contracting Officer (ACO)

Dear _____:

An annual risk analysis of all systems, policies, procedures and practices of (name of contractor) in effect during the year ended (date) was performed in accordance with requirements outlined in the TRICARE Operations Manual (TOM), [Chapter 19, Section 3](#), and the HHS HIPAA Privacy Rule.

The objectives of the risk analysis were to:

1. Consider both organizational and technical assessments that address all areas of privacy and security.
2. Assess the potential risks and vulnerabilities to the confidentiality, integrity and availability of all PHI (electronic, paper, and oral) created, received, stored or transmitted by the contractor.
3. Take into account all relevant losses that would be expected if privacy and security measures were not in place, including losses caused by unauthorized uses and disclosures, as well as losses of data integrity or accuracy.
4. Determine residual risk.
5. Identify and document an action plan from prioritized findings to mitigate risk to an acceptable level.

The results of the risk assessment, assurances given by appropriate (name of contractor) officials, and other information provided, indicate that the procedures and policies of (name of contractor) in effect during the year ended (**Date**), comply with the requirements in the TOM, [Chapter 19, Section 3](#). The following action plans describe the risk identified during the annual assessment and the plan to correct deficiencies and achieve compliance. Please indicate "NONE" if the annual risk analysis did not identify weaknesses.

Attachment A to this statement contains (1) the (**Name of Contractor**) plans and schedules for correcting such weaknesses, and (2) the status of actions taken to correct weaknesses identified in prior years' reports.

Sincerely,
Name, Title and Office

cc: Government Designated Authority (GDA)
DHA Procuring Contracting Officer (PCO)
HA/DHA Privacy Officer
HA/DHA Contracting Officer's Representative (COR)

Enclosure(s) (if any)

Note to Contractor

- (1) If there are no material weaknesses, this sentence should be deleted, and there would be no list or Attachment A containing plans and schedules for correcting such weaknesses.
- (2) If there were no actions taken during the past year to correct weaknesses, or no identified weaknesses for which corrective actions remain to be taken, this phrase would be deleted.

ANNUAL RISK ASSESSMENT LETTER OF ASSURANCE (SAMPLE)

Defense Health Agency (DHA)/Contract Management

16401 E Centretex Parkway

Aurora, CO 80011

ATTN: Administrative Contracting Officer (ACO)

Dear __ _

An annual risk analysis of all systems, policies, procedures and practices of (name of contractor) in effect during the year ended (date) was performed in accordance with requirements outlined in the TRICARE Operations Manual (TOM), Chapter 19, Section 3, and the HHS HIPAA Privacy Rule.

The objectives of the risk analysis were to:

1. Consider both organizational and technical assessments that address all areas of privacy and security.
2. Assess the potential risks and vulnerabilities to the confidentiality, integrity and availability of all PHI (electronic, paper, and oral) created, received, stored or transmitted by the contractor.
3. Take into account all relevant losses that would be expected if privacy and security measures were not in place, including losses caused by unauthorized uses and disclosures, as well as losses of data integrity or accuracy.
4. Determine residual risk.
5. Identify and document an action plan from prioritized findings to mitigate risk to an acceptable level.

The results of the risk assessment, assurances given by appropriate (name of contractor) officials, and other information provided, indicate that the procedures and policies of (name of contractor) in effect during the year ended (Date), comply with the requirements in the TOM, Chapter 19, Section 3. The following action plans describe the risk identified during the annual assessment and the plan to correct deficiencies and achieve compliance. Please indicate "NONE" if the annual risk analysis did not identify weaknesses.

Attachment A to this statement contains (1) the (Name of Contractor) plans and schedules for correcting such weaknesses, and (2) the status of actions taken to correct weaknesses identified in prior years' reports.

Sincerely,

Name, Title and Office

cc: Regional Director (RD)

DHA Procuring Contracting Officer (PCO)

HA/DHA Privacy Officer

HA/DHA Contracting Officer's Representative (COR)

Enclosure(s) (if any)

Note to Contractor

(1) If there are no material weaknesses, this sentence should be deleted, and there would be no list or Attachment A containing plans and schedules for correcting such weaknesses.

(2) If there were no actions taken during the past year to correct weaknesses, or no identified weaknesses for which corrective actions remain to be taken, this phrase would be deleted

| CONTRACT DATA REQUIREMENTS LIST (1 Data Item) | | | | | | Form Approved OMB No. 0704-0188 | | | | | | | | |
|---|--|--------------------------------|-------------------------------------|--|---|------------------------------------|--|--|----------------------|--|---------------------------------|-------|----------------------|--|
| The public reporting burden for this collection of information is estimated to average 110 hours per response, including the time for reviewing instructions, searching existing data sources, gathering and maintaining the data needed, and completing and reviewing the collection of information. Send comments regarding this burden estimate or any other aspect of this collection of information, including suggestions for reducing the burden, to the Department of Defense, Executive Services and Communications Directorate (0704-0188). Respondents should be aware that notwithstanding any other provision of law, no person shall be subject to any penalty for failing to comply with a collection of information if it does not display a currently valid OMB control number. Please do not return your form to the above organization. Send completed form to the Government Issuing Contracting Officer for the Contract/PR No. listed in Block E. | | | | | | | | | | | | | | |
| A. CONTRACT LINE ITEM NO. | | B. EXHIBIT | | C. CATEGORY: TDP _____ TM _____ OTHER _____ | | | | | | | | | | |
| D. SYSTEM/ITEM TRICARE Pharmacy Program | | | E. CONTRACT/PR NO. HT940221C0007 | | F. CONTRACTOR Express Scripts, Inc (ESI) | | | | | | | | | |
| 1. DATA ITEM NO. A080 | 2. TITLE OF DATA ITEM Fraud Detection and Prevention Strategy and Internal Procedures | | | | 3. SUBTITLE Initial | | | | | | | | | |
| 4. AUTHORITY (Data Acquisition Document No.) | | | 5. CONTRACT REFERENCE TOM C13 S1 | | 6. REQUIRING OFFICE Program Integrity (PI) | | | | | | | | | |
| 7. DD 250 REQ N/A | 9. DIST STATEMENT REQUIRED D | 10. FREQUENCY See Block 16 | | 12. DATE OF FIRST SUBMISSION See Block 16 | | 14. DISTRIBUTION | | | | | | | | |
| 8. APP CODE N/A | | 11. AS OF DATE See Block 16 | | 13. DATE OF SUBSEQUENT SUBMISSION See Block 16 | | a. ADDRESSEE | | | | | | | | |
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| 16. REMARKS FIRST SUBMISSION: Frequency: Annual (Calendar Year) Reporting Period Start Date: Start of service delivery Due Date: 30 calendar days before start of reporting period with updates as changes occur SUBSEQUENT SUBMISSION: CONTINUE FROM FIRST SUBMISSION PHI/PII: No FILE FORMAT: No specific file format required. CONTENT DETAILS: Internal procedures shall be in place for all offices to provide potential fraud and abuse cases to the Contractor's program integrity function. The strategy and internal procedures shall be provided to the Program Integrity (PI) Office 30 calendar days prior to the start of health care delivery, with updates provided as changes occur. | | | | | | Submit through the | | | | | | | | |
| | | | | | | DHA e-Commerce | | | | | | | | |
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| | | | | | | G. PREPARED BY Alison H Coleman | | | H. DATE 4/19/2021 | | I. APPROVED BY Henry J Gibbs | | J. DATE 4/19/2021 | |

17. PRICE GROUP

18. ESTIMATED
TOTAL PRICE

| CONTRACT DATA REQUIREMENTS LIST (1 Data Item) | | | | | | Form Approved OMB No. 0704-0188 | | | |
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| The public reporting burden for this collection of information is estimated to average 110 hours per response, including the time for reviewing instructions, searching existing data sources, gathering and maintaining the data needed, and completing and reviewing the collection of information. Send comments regarding this burden estimate or any other aspect of this collection of information, including suggestions for reducing the burden, to the Department of Defense, Executive Services and Communications Directorate (0704-0188). Respondents should be aware that notwithstanding any other provision of law, no person shall be subject to any penalty for failing to comply with a collection of information if it does not display a currently valid OMB control number. Please do not return your form to the above organization. Send completed form to the Government Issuing Contracting Officer for the Contract/PR No. listed in Block E. | | | | | | | | | |
| A. CONTRACT LINE ITEM NO. | | B. EXHIBIT | | C. CATEGORY: TDP _____ TM _____ OTHER _____ | | | | | |
| D. SYSTEM/ITEM TRICARE Pharmacy Program | | | E. CONTRACT/PR NO. HT940221C0007 | | F. CONTRACTOR Express Scripts, Inc (ESI) | | | | |
| 1. DATA ITEM NO. A090 | 2. TITLE OF DATA ITEM DEERS Query Volume Forecast | | | | 3. SUBTITLE REV 10/12/2022 | | | | |
| 4. AUTHORITY (Data Acquisition Document No.) | | | 5. CONTRACT REFERENCE CTR C.2.7.1.3, & C.15.1.6 | | 6. REQUIRING OFFICE Pharm Ops | | | | |
| 7. DD 250 REQ N/A | 9. DIST STATEMENT REQUIRED | 10. FREQUENCY See Block 16 | 12. DATE OF FIRST SUBMISSION See Block 16 | | 14. DISTRIBUTION | | | | |
| 8. APP CODE N/A | D | 11. AS OF DATE See Block 16 | 13. DATE OF SUBSEQUENT SUBMISSION See Block 16 | | a. ADDRESSEE | | | | |
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| 16. REMARKS: FIRST SUBMISSION: Frequency: One Time Reporting Period Start Date: Transition-In Due Date: Within 30 calendar days after modification is issued SUBSEQUENT SUBMISSION: Frequency: Annual (Option Period) Reporting Period Start Date: Start of service delivery Due Date: Within 60 calendar days after the end of the reporting period PHI/PII: No FILE FORMAT: Mutually agreed upon format CONTENT DETAILS: The Contractor shall provide a report that allows the Government to see forecasted query volumes for all DEERS eligibility and demographics interfaces. This report shall also allow the Government to compare actual volumes with the forecasts. The Government will use this report to ensure DEERS can support forecasted volumes across all contracts. The Contractor shall investigate any variance greater than 10% in DEERS query volumes and revise estimates for future periods of performance annually, or any time actual query volume deviates from the most recent forecasts. The reporting shall describe these variances, the contractor's conclusions about their likely causes, and their impact on future forecasts. | | | | | Submit through the DHA e-Commerce Extranet. (Per TOM C14) | | | | |
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| | | | | | 15. TOTAL → | | | | |
| G. PREPARED BY Natalie M Jones | | | H. DATE 10/12/2022 | | I. APPROVED BY Henry J Gibbs | | J. DATE 10/12/2022 | | |

17. PRICE GROUP

18. ESTIMATED
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| CONTRACT DATA REQUIREMENTS LIST (1 Data Item) | | | | | | Form Approved OMB No. 0704-0188 | | | | | | | | |
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| The public reporting burden for this collection of information is estimated to average 110 hours per response, including the time for reviewing instructions, searching existing data sources, gathering and maintaining the data needed, and completing and reviewing the collection of information. Send comments regarding this burden estimate or any other aspect of this collection of information, including suggestions for reducing the burden, to the Department of Defense, Executive Services and Communications Directorate (0704-0188). Respondents should be aware that notwithstanding any other provision of law, no person shall be subject to any penalty for failing to comply with a collection of information if it does not display a currently valid OMB control number. Please do not return your form to the above organization. Send completed form to the Government Issuing Contracting Officer for the Contract/PR No. listed in Block E. | | | | | | | | | | | | | | |
| A. CONTRACT LINE ITEM NO. | | B. EXHIBIT | | C. CATEGORY: TDP _____ TM _____ OTHER _____ | | | | | | | | | | |
| D. SYSTEM/ITEM TRICARE Pharmacy Program | | | E. CONTRACT/PR NO. HT940221C0007 | | F. CONTRACTOR Express Scripts, Inc (ESI) | | | | | | | | | |
| 1. DATA ITEM NO. A100 | 2. TITLE OF DATA ITEM Education Plan | | | | 3. SUBTITLE Initial | | | | | | | | | |
| 4. AUTHORITY (Data Acquisition Document No.) | | | 5. CONTRACT REFERENCE CTR C.9.4.1.1 | | 6. REQUIRING OFFICE DHA Communications/Pharm Ops | | | | | | | | | |
| 7. DD 250 REQ N/A | 9. DIST STATEMENT REQUIRED D | 10. FREQUENCY See Block 16 | | 12. DATE OF FIRST SUBMISSION See Block 16 | | 14. DISTRIBUTION | | | | | | | | |
| 8. APP CODE N/A | | 11. AS OF DATE See Block 16 | | 13. DATE OF SUBSEQUENT SUBMISSION See Block 16 | | a. ADDRESSEE | | | | | | | | |
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| 16. REMARKS FIRST SUBMISSION: Frequency: One Time Reporting Period Start Date: Transition-In Due Date: No later than 30 calendar days after post award meeting SUBSEQUENT SUBMISSION: Frequency: Annual (Option Period) Reporting Period Start Date: Start of service delivery Due Date: Within 1 year of previous submission, the Contractor shall submit an updated education plan or notification to the Government that the education plan has been reviewed and no updates were required. PHI/PII: No FILE FORMAT: No specific file format required CONTENT DETAILS: The Contractor shall provide an annual comprehensive beneficiary and healthcare provider educational plan outlining how it intends to conduct targeted TRICARE Pharmacy Benefit education to beneficiaries, healthcare providers and other stakeholders identified by the Government as described in TOM, Chapter 11, Section 1. | | | | | | Submit through the | | | | | | | | |
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17. PRICE GROUP

18. ESTIMATED
TOTAL PRICE

| CONTRACT DATA REQUIREMENTS LIST (1 Data Item) | | | | | | Form Approved OMB No. 0704-0188 | | |
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| The public reporting burden for this collection of information is estimated to average 110 hours per response, including the time for reviewing instructions, searching existing data sources, gathering and maintaining the data needed, and completing and reviewing the collection of information. Send comments regarding this burden estimate or any other aspect of this collection of information, including suggestions for reducing the burden, to the Department of Defense, Executive Services and Communications Directorate (0704-0188). Respondents should be aware that notwithstanding any other provision of law, no person shall be subject to any penalty for failing to comply with a collection of information if it does not display a currently valid OMB control number. Please do not return your form to the above organization. Send completed form to the Government Issuing Contracting Officer for the Contract/PR No. listed in Block E. | | | | | | | | |
| A. CONTRACT LINE ITEM NO. | | B. EXHIBIT | | C. CATEGORY: TDP _____ TM _____ OTHER _____ | | | | |
| D. SYSTEM/ITEM TRICARE Pharmacy Program | | | E. CONTRACT/PR NO. HT940221C0007 | | F. CONTRACTOR Express Scripts, Inc (ESI) | | | |
| 1. DATA ITEM NO. A110 | 2. TITLE OF DATA ITEM Retail Network Access Plan | | | | 3. SUBTITLE Initial | | | |
| 4. AUTHORITY (Data Acquisition Document No.) | | | 5. CONTRACT REFERENCE CTR C.3.3.5 | | 6. REQUIRING OFFICE Pharm Ops | | | |
| 7. DD 250 REQ N/A | 9. DIST STATEMENT REQUIRED D | 10. FREQUENCY See Block 16 | | 12. DATE OF FIRST SUBMISSION See Block 16 | | 14. DISTRIBUTION | | |
| 8. APP CODE N/A | | 11. AS OF DATE See Block 16 | | 13. DATE OF SUBSEQUENT SUBMISSION See Block 16 | | a. ADDRESSEE | | |
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| 16. REMARKS FIRST SUBMISSION: Frequency: One Time Reporting Period Start Date: Transition-In Due Date: 60 calendar days prior to the start of service delivery SUBSEQUENT SUBMISSION: Frequency: Annual (Option Period) Reporting Period Start Date: Start of service delivery Due Date: 30 calendar days after the end of each option period; or when within 30 calendar days of notifying the Government of a network change under C.3.3.9. PHI/PII: No FILE FORMAT: Mutually agreed upon format CONTENT DETAILS: The Contractor shall provide a plan describing how beneficiaries not meeting the access standards will have access to pharmacy services. The report shall include: - Overall approach to providing access to pharmacy services for beneficiaries who cannot access a network pharmacy within the established performance metric; includes channels, mechanisms, and tools used to provide services - Approach to communicating the availability of these options to beneficiaries - Contractor's method for and evaluation of the success of these options in providing access to pharmacy services; should address trends in performance over time | | | | | | Submit through the | | |
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| G. PREPARED BY Natalie M Jones | | | H. DATE 4/19/2021 | | I. APPROVED BY Henry J Gibbs | | J. DATE 4/19/2021 | |

17. PRICE GROUP

18. ESTIMATED
TOTAL PRICE

| CONTRACT DATA REQUIREMENTS LIST (1 Data Item) | | | | | | Form Approved OMB No. 0704-0188 | | | | | | | |
|---|---|--------------------------------|---|--|---|-------------------------------------|--|--|----------------------|--|--|--|----------------------|
| The public reporting burden for this collection of information is estimated to average 110 hours per response, including the time for reviewing instructions, searching existing data sources, gathering and maintaining the data needed, and completing and reviewing the collection of information. Send comments regarding this burden estimate or any other aspect of this collection of information, including suggestions for reducing the burden, to the Department of Defense, Executive Services and Communications Directorate (0704-0188). Respondents should be aware that notwithstanding any other provision of law, no person shall be subject to any penalty for failing to comply with a collection of information if it does not display a currently valid OMB control number. Please do not return your form to the above organization. Send completed form to the Government Issuing Contracting Officer for the Contract/PR No. listed in Block E. | | | | | | | | | | | | | |
| A. CONTRACT LINE ITEM NO. | | B. EXHIBIT | | C. CATEGORY: TDP _____ TM _____ OTHER _____ | | | | | | | | | |
| D. SYSTEM/ITEM | | | E. CONTRACT/PR NO. HT940221C0007 | | F. CONTRACTOR Express Scripts, Inc (ESI) | | | | | | | | |
| 1. DATA ITEM NO. A120 | 2. TITLE OF DATA ITEM System Security Plan | | | 3. SUBTITLE Initial | | | | | | | | | |
| 4. AUTHORITY (Data Acquisition Document No.) | | | 5. CONTRACT REFERENCE TSM C1 S1.1 P3.4.4.3 | | 6. REQUIRING OFFICE Pharm Ops | | | | | | | | |
| 7. DD 250 REQ | 9. DIST STATEMENT REQUIRED | 10. FREQUENCY See Block 16 | | 12. DATE OF FIRST SUBMISSION See Block 16 | | 14. DISTRIBUTION | | | | | | | |
| 8. APP CODE | B | 11. AS OF DATE See Block 16 | | 13. DATE OF SUBSEQUENT SUBMISSION See Block 16 | | a. ADDRESSEE | | | | | | | |
| | | | | b. COPIES | | | | | | | | | |
| 16. REMARKS FIRST SUBMISSION: Frequency: One Time Reporting Period Start Date: Contract Transition-In Due Date: Within 30 calendar days after the start of contract Transition-In SUBSEQUENT SUBMISSION: Frequency: Annual (Option Period) Reporting Period Start Date: Start of Service Delivery Due Date: 30 calendar days before the start of each option period exercised PII/PHI: No FILE FORMAT: No specific file format required. CONTENT DETAILS: The system security plan (SSP) shall include a description of system boundaries, system environments of operation, how the NIST SP 800-171 security requirements are implemented or how Contractor plans to meet the security requirements, and the relationships with or connections to other systems. Any associated plans of action shall include a description how the Contractor will correct deficiencies and reduce or eliminate vulnerabilities in the Contractor's information system related to the contract. Recommend using CUI SSP template available at https://esrc.nist.gov/publications/detail/sp/800-171/rev-2/final . Contract Reference: TRICARE Systems Manual (TSM) Chapter 1, Section 1.1. Assessment Objectives: The Contractor may utilize the NIST SP 800-171A to display the depth and rigor of their assessment of each of the NIST SP 800-171 security requirements. | | | | | | Submit through the | | | | | | | |
| | | | | | | DHA e-Commerce | | | | | | | |
| | | | | | | Extranet. | | | | | | | |
| | | | | | | (Per TOM C14) | | | | | | | |
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| | | | | | | 15. TOTAL | | | | | | | |
| | | | | | | G. PREPARED BY Steven F Alvarado | | | H. DATE 4/19/2021 | | I. APPROVED BY John L (Jack) Arendale | | J. DATE 4/19/2021 |

17. PRICE GROUP

18. ESTIMATED
TOTAL PRICE

| CONTRACT DATA REQUIREMENTS LIST (1 Data Item) | | | | | | Form Approved OMB No. 0704-0188 | | | | | |
|--|--|-------------------------------------|--|--|--|------------------------------------|-----------|---------------------------------|--|-----------------------|---|
| The public reporting burden for this collection of information is estimated to average 110 hours per response, including the time for reviewing instructions, searching existing data sources, gathering and maintaining the data needed, and completing and reviewing the collection of information. Send comments regarding this burden estimate or any other aspect of this collection of information, including suggestions for reducing the burden, to the Department of Defense, Executive Services and Communications Directorate (0704-0188). Respondents should be aware that notwithstanding any other provision of law, no person shall be subject to any penalty for failing to comply with a collection of information if it does not display a currently valid OMB control number. Please do not return your form to the above organization. Send completed form to the Government Issuing Contracting Officer for the Contract/PR No. listed in Block E. | | | | | | | | | | | |
| A. CONTRACT LINE ITEM NO. | | B. EXHIBIT N/A | | C. CATEGORY: TDP _____ TM _____ OTHER _____ | | | | | | | |
| D. SYSTEM/ITEM TRICARE Pharmacy Program | | E. CONTRACT/PR NO. HT940221C0007 | | F. CONTRACTOR Express Scripts, Inc (ESI) | | | | | | | |
| 1. DATA ITEM NO. A130 | 2. TITLE OF DATA ITEM Health and Safety Gaps Closure Report | | | 3. SUBTITLE REV 12/23/2021 | | | | | | | |
| 4. AUTHORITY (Data Acquisition Document No.) | | 5. CONTRACT REFERENCE CTR H.4.16 | | 6. REQUIRING OFFICE Pharm Ops | | | | | | | |
| 7. DD 250 REQ N/A | 9. DIST STATEMENT REQUIRED D | 10. FREQUENCY See Block 16 | 12. DATE OF FIRST SUBMISSION See Block 16 | 14. DISTRIBUTION | | | | | | | |
| 8. APP CODE N/A | | 11. AS OF DATE See Block 16 | 13. DATE OF SUBSEQUENT SUBMISSION See Block 16 | a. ADDRESSEE | | b. COPIES | | | | | |
| | | | | | | Draft | Fina 1 | | | | |
| | | | | | | Reg | Repro | | | | |
| 16. REMARKS FIRST SUBMISSION: Frequency: Annual (Option Period) Reporting Period Start Date: Start of service delivery Due Date: 40 days after the end of the reporting period SUBSEQUENT SUBMISSION: CONTINUE FROM FIRST SUBMISSION PHI/PII: Yes FILE FORMAT: Mutually agreed upon format CONTENT DETAILS: The Contractor shall provide reporting of measurements utilized to successfully close any therapy gaps associated with adverse drug risk, coordination of care and omission of care to meet the performance guarantees in Sec H.4.16. Data elements provided will coincide with how the performance guarantees are defined and measured. The data elements and format will be mutually agreed upon by the Contractor and Government. The data provided shall be auditable and the methodology utilized to determine if the guarantee is met or not met shall be transparent and easy to follow. | | | | FTP server | | | | | | | |
| | | | | provided by the | | | | | | | |
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| | | | | G. PREPARED BY Fakhrudin A Valibhai | | H. DATE 12/23/2021 | | I. APPROVED BY Henry J Gibbs | | J. DATE 12/23/2021 | |

17. PRICE GROUP

18. ESTIMATED
TOTAL PRICE

CONTRACT DATA REQUIREMENTS LIST*(1 Data Item)*

| | | |
|---------------------------|--------------------|--|
| A. CONTRACT LINE ITEM NO. | B. EXHIBIT | C. CATEGORY: TDP ____ TM ____ OTHER _____ |
| D. SYSTEM/ITEM | E. CONTRACT/PR NO. | F. CONTRACTOR |

16. REMARKS *(Continued)*

Abstract

1

[illegible]

1. 1950年10月1日，中华人民共和国成立，标志着中国历史的新纪元。

[illegible]

$\frac{1}{2} \left(\frac{1}{2} \right) = \frac{1}{4}$

1. The first step in the process of the investigation is the identification of the problem. This is done by the investigator who is responsible for the investigation. The investigator must identify the problem and the scope of the investigation. The investigator must also identify the objectives of the investigation. The investigator must then identify the methods that will be used to collect and analyze the data. The investigator must then identify the resources that will be used to conduct the investigation. The investigator must then identify the personnel who will be involved in the investigation. The investigator must then identify the timeline for the investigation. The investigator must then identify the budget for the investigation. The investigator must then identify the risks associated with the investigation. The investigator must then identify the ethical considerations associated with the investigation. The investigator must then identify the legal considerations associated with the investigation. The investigator must then identify the communication considerations associated with the investigation. The investigator must then identify the reporting considerations associated with the investigation. The investigator must then identify the dissemination considerations associated with the investigation. The investigator must then identify the evaluation considerations associated with the investigation. The investigator must then identify the follow-up considerations associated with the investigation. The investigator must then identify the conclusion considerations associated with the investigation. The investigator must then identify the final considerations associated with the investigation.

[illegible]

১৯৭০-৭১ সালে বাংলাদেশের স্বাধীনতা সংগ্রামের সময়
 বাংলাদেশের স্বাধীনতা সংগ্রামের সময় বাংলাদেশের স্বাধীনতা সংগ্রামের সময়
 বাংলাদেশের স্বাধীনতা সংগ্রামের সময় বাংলাদেশের স্বাধীনতা সংগ্রামের সময়
 বাংলাদেশের স্বাধীনতা সংগ্রামের সময় বাংলাদেশের স্বাধীনতা সংগ্রামের সময়

১. ১৯৭৭ খ্রিঃ ১০/১১/৭৭ তারিখের ১১১১/৭৭ নং সিদ্ধান্ত অনুযায়ী
 ২. ১৯৭৭ খ্রিঃ ১০/১১/৭৭ তারিখের ১১১১/৭৭ নং সিদ্ধান্ত অনুযায়ী

[illegible]

(Faint handwritten notes at the bottom of the page)

[illegible]
$$0 \leq \int_{\mathbb{R}^n} \left(\frac{1}{2} |\nabla u|^2 + \frac{1}{2} |\nabla v|^2 - \frac{1}{2} |\nabla w|^2 \right) dx \leq 0$$
[illegible]

* \rightarrow 4. $\Delta(\bar{f}) = \bar{f} - f = 0$ $\Rightarrow \bar{f} = f = 0$ $\Rightarrow \bar{f} = 0$

$\frac{1}{2} \leq \frac{1}{2} \leq \frac{1}{2}$

[illegible]

— 1. 1166. 9909. 9910. 9911. 9912. 9913. 9914. 9915. 9916. 9917. 9918. 9919. 9920. 9921. 9922. 9923. 9924. 9925. 9926. 9927. 9928. 9929. 9930. 9931. 9932. 9933. 9934. 9935. 9936. 9937. 9938. 9939. 9940. 9941. 9942. 9943. 9944. 9945. 9946. 9947. 9948. 9949. 9950. 9951. 9952. 9953. 9954. 9955. 9956. 9957. 9958. 9959. 9960. 9961. 9962. 9963. 9964. 9965. 9966. 9967. 9968. 9969. 9970. 9971. 9972. 9973. 9974. 9975. 9976. 9977. 9978. 9979. 9980. 9981. 9982. 9983. 9984. 9985. 9986. 9987. 9988. 9989. 9990. 9991. 9992. 9993. 9994. 9995. 9996. 9997. 9998. 9999. 10000. 10001. 10002. 10003. 10004. 10005. 10006. 10007. 10008. 10009. 10010. 10011. 10012. 10013. 10014. 10015. 10016. 10017. 10018. 10019. 10020. 10021. 10022. 10023. 10024. 10025. 10026. 10027. 10028. 10029. 10030. 10031. 10032. 10033. 10034. 10035. 10036. 10037. 10038. 10039. 10040. 10041. 10042. 10043. 10044. 10045. 10046. 10047. 10048. 10049. 10050. 10051. 10052. 10053. 10054. 10055. 10056. 10057. 10058. 10059. 10060. 10061. 10062. 10063. 10064. 10065. 10066. 10067. 10068. 10069. 10070. 10071. 10072. 10073. 10074. 10075. 10076. 10077. 10078. 10079. 10080. 10081. 10082. 10083. 10084. 10085. 10086. 10087. 10088. 10089. 10090. 10091. 10092. 10093. 10094. 10095. 10096. 10097. 10098. 10099. 10100. 10101. 10102. 10103. 10104. 10105. 10106. 10107. 10108. 10109. 10110. 10111. 10112. 10113. 10114. 10115. 10116. 10117. 10118. 10119. 10120. 10121. 10122. 10123. 10124. 10125. 10126. 10127. 10128. 10129. 10130. 10131. 10132. 10133. 10134. 10135. 10136. 10137. 10138. 10139. 10140. 10141. 10142. 10143. 10144. 10145. 10146. 10147. 10148. 10149. 10150. 10151. 10152. 10153. 10154. 10155. 10156. 10157. 10158. 10159. 10160. 10161. 10162. 10163. 10164. 10165. 10166. 10167. 10168. 10169. 10170. 10171. 10172. 10173. 10174. 10175. 10176. 10177. 10178. 10179. 10180. 10181. 10182. 10183. 10184. 10185. 10186. 10187. 10188. 10189. 10190. 10191. 10192. 10193. 10194. 10195. 10196. 10197. 10198. 10199. 10200. 10201. 10202. 10203. 10204. 10205. 10206. 10207. 10208. 10209. 10210. 10211. 10212. 10213. 10214. 10215. 10216. 10217. 10218. 10219. 10220. 10221. 10222. 10223. 10224. 10225. 10226. 10227. 10228. 10229. 10230. 10231. 10232. 10233. 10234. 10235. 10236. 10237. 10238. 10239. 10240. 10241. 10242. 10243. 10244. 10245. 10246. 10247. 10248. 10249. 10250. 10251. 10252. 10253. 10254. 10255. 10256. 10257. 10258. 10259. 10260. 10261. 10262. 10263. 10264. 10265. 10266. 10267. 10268. 10269. 10270. 10271. 10272. 10273. 10274. 10275. 10276. 10277. 10278. 10279. 10280. 10281. 10282. 10283. 10284. 10285. 10286. 10287. 10288. 10289. 10290. 10291. 10292. 10293. 10294. 10295. 10296. 10297. 10298. 10299. 10300. 10301. 10302. 10303. 10304. 10305. 10306. 10307. 10308. 10309. 10310. 10311. 10312. 10313. 10314. 10315. 10316. 10317. 10318. 10319. 10320. 10321. 10322. 10323. 10324. 10325. 10326. 10327. 10328. 10329. 10330. 10331. 10332. 10333. 10334. 10335. 10336. 10337. 10338. 10339. 10340. 10341. 10342. 10343. 10344. 10345. 10346. 10347. 10348. 10349. 10350. 10351. 10352. 10353. 10354. 10355. 10356. 10357. 10358. 10359. 10360. 10361. 10362. 10363. 10364. 10365. 10366. 10367. 10368. 10369. 10370. 10371. 10372. 10373. 10374. 10375. 10376. 10377. 10378. 10379. 10380. 10381. 10382. 10383. 10384. 10385. 10386. 10387. 10388. 10389. 10390. 10391. 10392. 10393. 10394. 10395. 10396. 10397. 10398. 10399. 10400. 10401. 10402. 10403. 10404. 10405. 10406. 10407. 10408. 10409. 10410. 10411. 10412. 10413. 10414. 10415. 10416. 10417. 10418. 10419. 10420. 10421. 10422. 10423. 10424. 10425. 10426. 10427. 10428. 10429. 10430. 10431. 10432. 10433. 10434. 10435. 10436. 10437. 10438. 10439. 10440. 10441. 10442. 10443. 10444. 10445. 10446. 10447. 10448. 10449. 10450. 10451. 10452. 10453. 10454. 10455. 10456. 10457. 10458. 10459. 10460. 10461. 10462. 10463. 10464. 10465. 10466. 10467. 10468. 10469. 10470. 10471. 10472. 10473. 10474. 10475. 10476. 10477. 10478. 10479. 10480. 10481. 10482. 10483. 10484. 10485. 10486. 10487. 10488. 10489. 10490. 10491. 10492. 10493. 10494. 10495. 10496. 10497. 10498. 10499. 10500. 10501. 10502. 10503. 10504. 10

[illegible][illegible][illegible][illegible]

14. The following is a summary of the results of the study:

$\frac{1}{\sqrt{2}} \begin{pmatrix} 1 & i \\ 0 & 1 \end{pmatrix}$

$\frac{d}{dt} \left(\frac{\partial L}{\partial \dot{x}} \right) = \frac{\partial L}{\partial x}$

1. $P_1 = \begin{pmatrix} 1 & 0 \\ 0 & 1 \end{pmatrix}$ is the identity matrix. $P_2 = \begin{pmatrix} 1 & 0 \\ 0 & 0 \end{pmatrix}$ is the projection onto the first coordinate. $P_3 = \begin{pmatrix} 0 & 0 \\ 0 & 1 \end{pmatrix}$ is the projection onto the second coordinate. $P_4 = \begin{pmatrix} 0 & 0 \\ 0 & 0 \end{pmatrix}$ is the zero matrix.

6. (a) $x^2 + 2x + 1 = (x+1)^2$ \therefore $x^2 + 2x + 1 = 0 \Rightarrow (x+1)^2 = 0 \Rightarrow x+1 = 0 \Rightarrow x = -1$
 (b) $x^2 + 2x + 1 = 0 \Rightarrow (x+1)^2 = 0 \Rightarrow x+1 = 0 \Rightarrow x = -1$

[illegible]

1. The first step is to identify the problem or question that needs to be answered. This involves understanding the context and the specific requirements of the task.

— 12 —

$$= \frac{1}{2} \left(\frac{1}{2} + \frac{1}{2} \right) = \frac{1}{2} \quad \text{and} \quad \frac{1}{2} \left(\frac{1}{2} + \frac{1}{2} \right) = \frac{1}{2} \quad \text{and} \quad \frac{1}{2} \left(\frac{1}{2} + \frac{1}{2} \right) = \frac{1}{2} \quad \text{and} \quad \frac{1}{2} \left(\frac{1}{2} + \frac{1}{2} \right) = \frac{1}{2}$$
[illegible]

Figure 10. The effect of the initial concentration of the monomer on the polymerization of α -methylstyrene in the presence of SnCl_4 at 0°C .

1. 1990年10月，在北京市召开的“中国人口学会”成立十周年纪念会上，李锐同志在讲话中，对人口问题提出了自己的看法。他指出，人口问题是一个世界性的问题，中国人口问题尤其是一个复杂的问题。他要求人口学者要深入实际，调查研究，为党和政府提供科学的决策依据。

[illegible]

CONTRACT DATA REQUIREMENTS LIST*(1 Data Item)*

| | | | |
|--|-------------------------------------|--|--|
| A. CONTRACT LINE ITEM NO. | B. EXHIBIT | C. CATEGORY: TDP _____ TM _____ OTHER <u>Performance Report</u> | |
| D. SYSTEM/ITEM TRICARE Pharmacy Program | E. CONTRACT/PR NO. HT940221C0007 | F. CONTRACTOR Express Scripts, Inc (ESI) | |
| 16. REMARKS <i>(Continued)</i> Receiving UOM Dispensing UOM Unreplenished Balance Date of Last Dispense Date RO Last Received Date RO Last Ordered MMC Unit Price Extended MMC Value of RO Unreplenished Category Proposed Solution (Waiver, Monetary Settlement, RO Transfer, CLIN, etc.) Comments The report shall include: - Description and intention of report, including the methodology and assumptions utilized to generate the report - Definitions tab - Change log to include change type, description of change, date identified, originator of change, and revision date | | | |

| CONTRACT DATA REQUIREMENTS LIST (1 Data Item) | | | | | | Form Approved OMB No. 0704-0188 | |
|--|--|--------------------------------|--|--|--|------------------------------------|-----------------------|
| The public reporting burden for this collection of information is estimated to average 110 hours per response, including the time for reviewing instructions, searching existing data sources, gathering and maintaining the data needed, and completing and reviewing the collection of information. Send comments regarding this burden estimate or any other aspect of this collection of information, including suggestions for reducing the burden, to the Department of Defense, Executive Services and Communications Directorate (0704-0188). Respondents should be aware that notwithstanding any other provision of law, no person shall be subject to any penalty for failing to comply with a collection of information if it does not display a currently valid OMB control number. Please do not return your form to the above organization. Send completed form to the Government Issuing Contracting Officer for the Contract/PR No. listed in Block E. | | | | | | | |
| A. CONTRACT LINE ITEM NO. | | B. EXHIBIT | | C. CATEGORY: TDP _____ TM _____ OTHER _____ | | | |
| D. SYSTEM/ITEM TRICARE Pharmacy Program | | | E. CONTRACT/PR NO. HT940221C0007 | | F. CONTRACTOR Express Scripts, Inc (ESI) | | |
| 1. DATA ITEM NO. D010 | 2. TITLE OF DATA ITEM Mail Order NDC Change Requests Report | | | | 3. SUBTITLE REV on 10/12/2022 | | |
| 4. AUTHORITY (Data Acquisition Document No.) | | | 5. CONTRACT REFERENCE CTR C.6.8.16 | | 6. REQUIRING OFFICE Pharm Ops | | |
| 7. DD 250 REQ N/A | 9. DIST STATEMENT REQUIRED | 10. FREQUENCY See Block 16 | 12. DATE OF FIRST SUBMISSION See Block 16 | | 14. DISTRIBUTION | | |
| 8. APP CODE N/A | D | 11. AS OF DATE See Block 16 | 13. DATE OF SUBSEQUENT SUBMISSION See Block 16 | | a. ADDRESSEE | | |
| | | | | b. COPIES | | | |
| 16. REMARKS: FIRST SUBMISSION Frequency: Daily (Business Day) Reporting Period Start Date: Start of service delivery Due Date: Next business day SUBSEQUENT SUBMISSION: CONTINUE FROM FIRST SUBMISSION PHI/PIL No FILE FORMAT: Microsoft Excel CONTENT DETAILS: The Contractor shall provide a daily report of all requested NDCs proposed for immediate change at Mail Order, submitted for DHA review and CO or COR approval. The Government reserves the right to make modifications to the report requirements after the first submission. The report must include, at a minimum, the following: Request ID Date Submitted to DoD Type of Change Dispensing Site (if multiple locations) Generic Code Number (GCN) GCN Sequence Number (GSN) Current NDC Current Manufacturer Current NDC National Contract (Y/N) Current Medical Pricing Catalog Cost Cost Difference New Medical Pricing Catalog Cost New NDC Selection New Manufacturer Selection Drug Name, Strength, Form New NDC National Contract (Y/N) Reason for Requested Change (e.g., backorder, cannot support DoD usage, Government-directed, change from MPPP, temporary use of commercial product, other applicable reasons) <div style="text-align: center;">Continued on page 2</div> | | | | | By email to all individuals designated by the Government | | |
| | | | | | | | |
| | | | | | 15. TOTAL → 0 0 0 | | |
| G. PREPARED BY Fakhrudin A Valibhai | | | H. DATE 10/12/2022 | | I. APPROVED BY Henry J Gibbs | | J. DATE 10/12/2022 |

17. PRICE GROUP

18. ESTIMATED
TOTAL PRICE

CONTRACT DATA REQUIREMENTS LIST

(1 Data Item)

| | | |
|--|-------------------------------------|--|
| A. CONTRACT LINE ITEM NO. | B. EXHIBIT N/A | C. CATEGORY: TDP _____ TM _____ OTHER <u>Performance Report</u> |
| D. SYSTEM/ITEM TRICARE Pharmacy Program | E. CONTRACT/PR NO. HT940221C0007 | F. CONTRACTOR Express Scripts, Inc (ESI) |

16. REMARKS (Continued)

Contractor's Assigned POC (if multiple POCs are involved)
 Summary of Contractor/Prime Vendor Communication (including specific comments regarding NDC unavailability, additional background information supporting change)
 Package Size of New NDC
 Anticipated TPharm5 Monthly Usage (units)
 Projected Annual Impact (Cost Difference * Monthly Usage * 12 months)
 Burning Contractor Inventory (indicate Y/N)
 Unit pack (if package cannot be broken, indicate Y/N)
 New NDC on Medical Pricing Catalog (eg. Commercial products)? (indicate Y/N)
 New NDC TAA Compliant (indicate Y/N)
 New NDC Have a NAD Waiver (indicate Y/N)
 Change to Contractor's commercial preferred NDC? (indicate Y/N)
 Change from Contractor's commercial preferred NDC to DoD preferred NDC? (indicate Y/N)
 Holding Replenishment Owed? (indicate Y/N)
 Transferring Replenishment Owed to another previously approved? (indicate Y/N)
 If transferring RO, to what NDC? (indicate N/A or specify NDC)
 Seeking RO on new NDC? (indicate Y/N)
 Change Approval fields (blank for documentation)

- DoD Guidance
- TPharm5 POC
- TPharm5 COR

The report shall include:

- Description and intention of report, including the methodology and assumptions utilized to generate the report
- Definitions tab
- Change log to include change type, description of change, date identified, originator of change, and revision date

| CONTRACT DATA REQUIREMENTS LIST (1 Data Item) | | | | | | Form Approved OMB No. 0704-0188 | | | | | | | | |
|--|--|--------------------------------|--------------------------------------|--|---|------------------------------------|---|--|-----------------------|--|---------------------------------|---|-----------------------|---|
| The public reporting burden for this collection of information is estimated to average 110 hours per response, including the time for reviewing instructions, searching existing data sources, gathering and maintaining the data needed, and completing and reviewing the collection of information. Send comments regarding this burden estimate or any other aspect of this collection of information, including suggestions for reducing the burden, to the Department of Defense, Executive Services and Communications Directorate (0704-0188). Respondents should be aware that notwithstanding any other provision of law, no person shall be subject to any penalty for failing to comply with a collection of information if it does not display a currently valid OMB control number. Please do not return your form to the above organization. Send completed form to the Government Issuing Contracting Officer for the Contract/PR No. listed in Block E. | | | | | | | | | | | | | | |
| A. CONTRACT LINE ITEM NO. | | B. EXHIBIT Exhibit A | | C. CATEGORY: TDP _____ TM _____ OTHER _____ | | | | | | | | | | |
| D. SYSTEM/ITEM TRICARE Pharmacy Program | | | E. CONTRACT/PR NO. HT940221C0007 | | F. CONTRACTOR Express Scripts, Inc (ESI) | | | | | | | | | |
| 1. DATA ITEM NO. D020 | 2. TITLE OF DATA ITEM MTF CHCS Claims Rejection Detail Report | | | | 3. SUBTITLE REV on 03/01/2023 | | | | | | | | | |
| 4. AUTHORITY (Data Acquisition Document No.) | | | 5. CONTRACT REFERENCE CTR C.5.3.3 | | 6. REQUIRING OFFICE Pharm Ops | | | | | | | | | |
| 7. DD 250 REQ N/A | 9. DIST STATEMENT REQUIRED D | 10. FREQUENCY See Block 16 | | 12. DATE OF FIRST SUBMISSION See Block 16 | | 14. DISTRIBUTION | | | | | | | | |
| 8. APP CODE N/A | | 11. AS OF DATE See Block 16 | | 13. DATE OF SUBSEQUENT SUBMISSION See Block 16 | | a. ADDRESSEE | b. COPIES Draft Final Reg Repro | | | | | | | |
| 16. REMARKS FIRST SUBMISSION Frequency: Daily (Business Day) Reporting Period Start Date: Start of service delivery Due Date: Next business day SUBSEQUENT SUBMISSION: CONTINUE FROM FIRST SUBMISSION PHI/PII: Yes FILE FORMAT: Microsoft Excel CONTENT DETAILS: The Contractor shall provide a daily summary of data on all MTF CHCS claims that remain rejected from the previous day, according to date processed. Rejects resulting from system issues (e.g. downtime) shall be reported on a separate tab. The reports shall be broken out by MTF and sent to the contact at each MTF designated by the Government. A master file shall also be provided to the DHA. The Government reserves the right to make modifications to the report requirements after the first submission. The report must include, at a minimum, the following: Branch of Service PDW Prescription Number TRICARE Region Service Command Site MTF Date Written Date Dispensed Prescriber Name Prescriber ID Pharmacy Name Pharmacy NPI NDC Drug Code Drug Name Drug Strength Drug Dosage Form DUR Intervention Code Quantity Days Supply New/Refill Code Submitted Amount <div style="text-align: right;">Continued on page 2</div> | | | | | | FTP Server | | | | | | | | |
| | | | | | | provided by the | | | | | | | | |
| | | | | | | government with | | | | | | | | |
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| | | | | | | 15. TOTAL | | | | | | 0 | 0 | 0 |
| | | | | | | G. PREPARED BY Eric R Parsons | | | H. DATE 03/01/2023 | | I. APPROVED BY Henry J Gibbs | | J. DATE 03/01/2023 | |

17. PRICE GROUP

18. ESTIMATED
TOTAL PRICE

CONTRACT DATA REQUIREMENTS LIST*(1 Data Item)*

| | | |
|---|-------------------------|--|
| A. CONTRACT LINE ITEM NO. | B. EXHIBIT Exhibit A | C. CATEGORY: TDP ____ TM ____ OTHER _____ |
| D. SYSTEM/ITEM TRICARE Pharmacy Program | E. CONTRACT/PR NO. | F. CONTRACTOR |
| 16. REMARKS <i>(Continued)</i> Reject Code 1 Reject Description 1 Reject Code 2 Reject Description 2 Reject Code 3 Reject Description Code 3 Notes from MTF to Contractor (blank for MTF to provide notes back to Contractor) The report shall include: - Solutions tab to provide guidance to MTFs on corrective steps to take for reject codes - Description and intention of report, including the methodology and assumptions utilized to generate the report - Definitions tab - Reporting period - Date report generated | | |

Reporting Period: 01/0

| Branch of Service | PDW Rx # | TRICARE Region | Service Command | Site MTF | Date Received by Pharmacy | Date Processed | Prescriber ID | Pharmacy NPI | Pharmacy Name | NDC Drug Code |
|-------------------|-----------|----------------|-----------------|----------|---------------------------|----------------|---------------|--------------|---------------|---------------|
| AIR FORCE | 123456789 | WEST | AFSOC | CANNON | 12/31/2019 | 01/01/2020 | DEA or NPI | 1871692228 | Lackland | 00004035039 |

| Drug Name | Drug Strength | Drug Dosage Form | DUR Intervention Code | Quantity | Days Supply | New/Refill Code | Submitted Amount | Rejected to be corrected by (MTF or Contractor) | Reject Code 1 |
|------------------------------|---------------|------------------|-----------------------|----------|-------------|-----------------|------------------|---|---------------|
| PEGASYS 180 MCG/ML CONV.PACK | 180MCG/ML | YK | | 4 | 28 | 0 | \$0.00 | 00 | 77 |

| Reject Description 1 | Reject Code 2 | Reject Description 2 | Reject Code 3 | Reject Description 3 | Notes from MTF to Contractor |
|--|---------------|----------------------|---------------|----------------------|------------------------------|
| Discontinued Product/Service ID Number | | NO DESCRIPTION | | NO DESCRIPTION | |

| CONTRACT DATA REQUIREMENTS LIST (1 Data Item) | | | | | | Form Approved OMB No. 0704-0188 | | | | | | | | |
|---|---|--------------------------------|--------------------------------------|--|---|------------------------------------|--|--|----------------------|--|---------------------------------|-------------------|----------------------|--|
| The public reporting burden for this collection of information is estimated to average 110 hours per response, including the time for reviewing instructions, searching existing data sources, gathering and maintaining the data needed, and completing and reviewing the collection of information. Send comments regarding this burden estimate or any other aspect of this collection of information, including suggestions for reducing the burden, to the Department of Defense, Executive Services and Communications Directorate (0704-0188). Respondents should be aware that notwithstanding any other provision of law, no person shall be subject to any penalty for failing to comply with a collection of information if it does not display a currently valid OMB control number. Please do not return your form to the above organization. Send completed form to the Government Issuing Contracting Officer for the Contract/PR No. listed in Block E. | | | | | | | | | | | | | | |
| A. CONTRACT LINE ITEM NO. | | B. EXHIBIT Exhibit A | | C. CATEGORY: TDP _____ TM _____ OTHER _____ | | | | | | | | | | |
| D. SYSTEM/ITEM TRICARE Pharmacy Program | | | E. CONTRACT/PR NO. HT940221C0007 | | F. CONTRACTOR Express Scripts, Inc (ESI) | | | | | | | | | |
| 1. DATA ITEM NO. D030 | 2. TITLE OF DATA ITEM Non-Financially Underwritten Contractor Payment/Check Issue Data | | | | 3. SUBTITLE Initial | | | | | | | | | |
| 4. AUTHORITY (Data Acquisition Document No.) | | | 5. CONTRACT REFERENCE CTR G.4.1.1 | | 6. REQUIRING OFFICE CRM | | | | | | | | | |
| 7. DD 250 REQ N/A | 9. DIST STATEMENT REQUIRED D | 10. FREQUENCY See Block 16 | | 12. DATE OF FIRST SUBMISSION See Block 16 | | 14. DISTRIBUTION | | | | | | | | |
| 8. APP CODE N/A | | 11. AS OF DATE See Block 16 | | 13. DATE OF SUBSEQUENT SUBMISSION See Block 16 | | a. ADDRESSEE | | | | | | | | |
| | | | | | | b. COPIES | | | | | | | | |
| | | | | | | Draft | | | | | | | | |
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| 16. REMARKS FIRST SUBMISSION: Frequency: Daily Reporting Period Start Date: Start of claims processing Due Date: Required with each cycle SUBSEQUENT SUBMISSION: CONTINUE FROM FIRST SUBMISSION PHI/PII: No FILE FORMAT: Data file (.dat) CONTENT DETAILS: The Contractor shall provide a Contractor Payment/Check and EFT/ACH data files listing the payments issued for each cycle or each approved manual release. The occurrence of this report is based on cycle which is normally daily based on normal work days. Voided/Stale dated payments must also be reported as negative amounts in this same format. Reference Attachment A to this CDRL. Payment file layouts are attached with updates provided by the government as required. Attachment A: Check Issued Layout Attachment B: EFT/ACH Issued Layout | | | | | | Submit through the B2B Gateway | | | | | | | | |
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| | | | | | | G. PREPARED BY Laura E White | | | H. DATE 4/19/2021 | | I. APPROVED BY Henry J Gibbs | | J. DATE 4/19/2021 | |

17. PRICE GROUP

18. ESTIMATED
TOTAL PRICE

Attachment A:Contractor "Check Issued" File Layout

OPTIONS (rows=1) ***CHECK Type Transactions***

LOAD DATA

INFILE '&1'

REPLACE

INTO TABLE TMA_PCR_CONTR_IMP_HEADERS

WHEN (1) = 'H'

FIELDS OPTIONALLY ENCLOSED BY '"' TRAILING NULLCOLS

```
(
  ASAP_ACCT_NUMBER      POSITION(02:09) CHAR "rtrim(:asap_acct_number)",
  TMA_AUTH_NUMBER       POSITION(10:17) CHAR NULLIF TMA_AUTH_NUMBER=BLANKS "rtrim(:tma_auth_number)",
  RECORD_COUNT          POSITION(18:23) INTEGER EXTERNAL,
  TOTAL_AMOUNT          POSITION(24:34) DECIMAL EXTERNAL ":total_amount/100"
)
```

INTO TABLE TMA_PCR_CONTR_IMP_DETAILS

WHEN (1) = 'D'

FIELDS OPTIONALLY ENCLOSED BY '"' TRAILING NULLCOLS

```
(
  ASAP_ACCT_NUMBER      POSITION(002:009) CHAR "rtrim(:asap_acct_number)",
  BANK_ACCT_NUMBER      POSITION(010:019) CHAR NULLIF BANK_ACCT_NUMBER=BLANKS "rtrim(:bank_acct_number)",
  CHECK_NUMBER_PFX      POSITION(020:020) CHAR "decode(:check_number_pfx, '
', NULL, '0', NULL, :check_number_pfx)",      (NOTE: Should contain a C for Checks)
  CHECK_NUMBER           POSITION(021:030) CHAR,
  CHECK_PAYMENT_DATE     POSITION(031:038) DATE "YYYYMMDD"
  "DECODE(:check_payment_date, '00000000', NULL, '99999999', NULL, :check_payment_date)",
  PAYEE_NAME            POSITION(039:088) CHAR NULLIF PAYEE_NAME=BLANKS      "rtrim(:payee_name)",
  PROVIDER_TIN           POSITION(089:106) CHAR NULLIF PROVIDER_TIN=BLANKS   "rtrim(:provider_tin)",
  INTEREST_PAID         POSITION(107:117) DECIMAL EXTERNAL ":interest_paid/100",
  AMOUNT_PAID           POSITION(118:128) DECIMAL EXTERNAL ":amount_paid/100"
)
```

* On detailed record paid amount should be right justified, left zero filled.

Attachment B:Contractor "EFT/ACH" Payment Issued" File Layout

```

OPTIONS (rows=1)    *** EFT/ACH Type Transactions***
LOAD DATA
INFILE '&1'
REPLACE
INTO TABLE TMA_PCR_CONTR_IMP_HEADERS
WHEN (1) = 'H'
FIELDS OPTIONALLY ENCLOSED BY '"' TRAILING NULLCOLS
(
    ASAP_ACCT_NUMBER      POSITION(02:09) CHAR "rtrim(:asap_acct_number)",
    TMA_AUTH_NUMBER       POSITION(10:17) CHAR NULLIF TMA_AUTH_NUMBER=BLANKS "rtrim(:tma_auth_number)",
    RECORD_COUNT          POSITION(18:23) INTEGER EXTERNAL,
    TOTAL_AMOUNT          POSITION(24:34) DECIMAL EXTERNAL ":total_amount/100"
)
INTO TABLE TMA_PCR_CONTR_IMP_DETAILS
WHEN (1) = 'D'
FIELDS OPTIONALLY ENCLOSED BY '"' TRAILING NULLCOLS
(
    ASAP_ACCT_NUMBER      POSITION(002:009) CHAR "rtrim(:asap_acct_number)",
    BANK_ACCT_NUMBER      POSITION(010:019) CHAR NULLIF BANK_ACCT_NUMBER=BLANKS "rtrim(:bank_acct_number)",
    CHECK_EFT_NUMBER_PFX  POSITION(020:020) CHAR "decode(:check number pfx, '
), NULL, '0', NULL, :check number pfx)",      (NOTE: Should contain an E for EFT/ACH)
    EFT/ACH Unique Cust ID POSITION(021:030) CHAR,
    CHECK_PAYMENT_DATE    POSITION(031:038) DATE "YYYYMMDD"
"DECODE(:check_payment_date, '00000000', NULL, '99999999', NULL, :check_payment_date)",
    PAYEE_NAME            POSITION(039:088) CHAR NULLIF PAYEE_NAME=BLANKS      "rtrim(:payee_name)",
    PROVIDER TIN           POSITION(089:106) CHAR NULLIF PROVIDER_TIN=BLANKS   "rtrim(:provider_tin)",
    INTEREST_PAID         POSITION(107:117) DECIMAL EXTERNAL ":interest_paid/100",
    AMOUNT_PAID           POSITION(118:128) DECIMAL EXTERNAL ":amount_paid/100"
)

```

Contractor/Bank

Note₁: The Contractor sends an electronic industrial standard **NACHA** (National Automated Clearing House Association) EFT/ACH payment file to their banks containing a Unique Customer identifier number. This unique customer ID must be passed in the **NACHA** file in Record Type 6, Field 7, Position 40-54. The contractor shall require the bank to include this unique customer identifier number in the Industry Standard **BAI** (Bank Administration Institute) format, Record Type 16 Field 8.

Note₂: This Unique EFT/ACH Customer ID number is equivalent to a Check Number for a **regular** Check payment.

* On detailed record paid amount should be right justified, left zero filled.

FORMAT FOR CONTRACTOR PAYMENT/CHECK ISSUE DATA**HEADER**

| Column Nbr | Field | Data size | TEDS ELN# | |
|------------|------------------------------------|-----------|-----------|--|
| 1 | Record type indicator (H = Header) | 1 | H | Indicates the Header information |
| 2 | Batch/Voucher ASAP Account Number | 8 | 0-025 | ASAP ID number assigned to contractor by DHA, CRM. |
| 3 | DHA Authorization Number | 8 | | e.g. 20130601 for first cycle in June |
| 4 | Record Count | 6 | | Number of Records on this submission |
| 5 | Total Amount of Check Run | 11 | | Total dollar amount of the listing |

DETAIL RECORDS
CHECKS/EFT

| Column Nbr | Field | Data size | TEDS ELN# Institutional/ Non-Institutional | |
|------------|-----------------------------------|-----------|---|--|
| 1 | Record type indicator | 1 | D | Indicates the individual records |
| 2 | Batch/Voucher ASAP Account Number | 8 | 0-025 | Same as Header |
| 3 | Bank Account Number | 10 | | Actual Contractor Bank Account |
| 4 | Check Number/EFT Trace Number | 11 | | leave blank for any extra spaces |
| 5 | Check Payment Date | 8 | | YYYYMMDD |
| 6 | Payee | 50 | | leave blank for any extra spaces |
| 7 | Payee Tax ID/Provider Number | 18 | 1-200/2-240 | leave blank for any extra spaces |
| 8 | Interest Paid | 11 | 1-145/2-112 | Optional if interest is included in Government Paid Amount. See below. |
| 9 | Government Paid Amount | 11 | 1-140/2-205 | If Interest is not listed separately, should be included in the Government Paid Amount Field |

| CONTRACT DATA REQUIREMENTS LIST (1 Data Item) | | | | | | Form Approved OMB No. 0704-0188 | | | | | | | | |
|---|---|--------------------------------|-------------------------------------|--|---|------------------------------------|--|-----------|----------------------|--|---------------------------------|---|----------------------|---|
| The public reporting burden for this collection of information is estimated to average 110 hours per response, including the time for reviewing instructions, searching existing data sources, gathering and maintaining the data needed, and completing and reviewing the collection of information. Send comments regarding this burden estimate or any other aspect of this collection of information, including suggestions for reducing the burden, to the Department of Defense, Executive Services and Communications Directorate (0704-0188). Respondents should be aware that notwithstanding any other provision of law, no person shall be subject to any penalty for failing to comply with a collection of information if it does not display a currently valid OMB control number. Please do not return your form to the above organization. Send completed form to the Government Issuing Contracting Officer for the Contract/PR No. listed in Block E. | | | | | | | | | | | | | | |
| A. CONTRACT LINE ITEM NO. | | B. EXHIBIT | | C. CATEGORY: TDP _____ TM _____ OTHER _____ | | | | | | | | | | |
| D. SYSTEM/ITEM TRICARE Pharmacy Program | | | E. CONTRACT/PR NO. HT940221C0007 | | F. CONTRACTOR Express Scripts, Inc (ESI) | | | | | | | | | |
| 1. DATA ITEM NO. D040 | 2. TITLE OF DATA ITEM Retail Pharmacy Claims (RPC) Data Requirements | | | | 3. SUBTITLE Initial | | | | | | | | | |
| 4. AUTHORITY (Data Acquisition Document No.) | | | 5. CONTRACT REFERENCE CTR C.12 | | 6. REQUIRING OFFICE CRM/Pharm Ops | | | | | | | | | |
| 7. DD 250 REQ N/A | 9. DIST STATEMENT REQUIRED D | 10. FREQUENCY See Block 16 | | 12. DATE OF FIRST SUBMISSION See Block 16 | | 14. DISTRIBUTION | | | | | | | | |
| 8. APP CODE N/A | | 11. AS OF DATE See Block 16 | | 13. DATE OF SUBSEQUENT SUBMISSION See Block 16 | | a. ADDRESSEE | | b. COPIES | | | | | | |
| 16. REMARKS FIRST SUBMISSION: Frequency: Daily (per Cycle) Reporting Period Start Date: Start of service delivery Due Date: Submitted with every TED submission SUBSEQUENT SUBMISSION: CONTINUE FROM FIRST SUBMISSION PHI/PII: No FILE FORMAT: Data file (.dat) CONTENT DETAILS: The Contractor shall submit Retail Pharmacy Claims (RPC) data files to DHA as detailed in the attached instructions. Retail Pharmacy Claims (RPC) data files are required for all claims processed by the TPharm Contractor for drugs and supplies dispensed at or through non-DoD pharmacies. RPC data files are NOT required for claims for administrative services (such as Prior Authorization or Medical Necessity) nor for items dispensed through TRICARE Pharmacy Home Delivery (also known as TRICARE Mail Order Pharmacy or TMOP). | | | | | | Draft | | Final | | | | | | |
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| | | | | | | G. PREPARED BY Kathy L Ducharme | | | H. DATE 4/19/2021 | | I. APPROVED BY Henry J Gibbs | | J. DATE 4/19/2021 | |

17. PRICE GROUP

18. ESTIMATED
TOTAL PRICE

TRICARE Pharmacy Program, Fifth Generation (TPharm5)**Retail Pharmacy Claims (RPC) Data Requirements** (updated 20200006-30)**NOTE:** These data requirements are *in addition* to those specified in TRICARE Systems Manual (TSM).**1.0 General Information**

1.1 The TPharm contractor shall submit TED records (batch/voucher header, non-institutional, and provider) to Defense Health Agency (DHA) as per TRICARE Systems Manual (TSM). In addition, the contractor shall submit Retail Pharmacy Claims (RPC) data files to DHA as instructed below.

1.2 Retail Pharmacy Claims (RPC) data files are required for all claims processed by the TPharm contractor for drugs and supplies dispensed at or through non-DoD pharmacies. RPC data files are NOT required for claims for administrative services (such as Prior Authorization or Medical Necessity) or for items dispensed through TRICARE Pharmacy Home Delivery (also known as TRICARE Mail Order Pharmacy or TMOP).

1.3 TED records for claims processed by the TPharm contractor for drugs and supplies dispensed at or through non-DoD pharmacies are submitted with BATCH/VOUCHER CLIN/ASAP ACCOUNT NUMBER (on BATCH/VOUCHER HEADER records) starting with either "MC" or "TF". Each time the contractor submits or resubmits such TED records, it shall also submit or resubmit "companion" RPC records.

2.0 RPC-Specific Data Communications Technical Requirements

2.1 Communication Protocol: Connect:Direct through MHS B2B Gateway or Connect Direct using Internet and Secure+.

2.2 Timing and other requirements: First submission shall be submitted at the same time as the first TED submission. Subsequent submissions shall be submitted with subsequent TED submissions.

3.0 RPC-Specific Transmission Records

3.1 The requirement for all electronic transmissions will incorporate the Health Insurance Portability and Accountability Act of 1996 (HIPAA) mandated standards wherever feasible.

3.2 The first record in each transmission to DHA will be a transmission header, using the following format. Where value is specified under comments, the value must be reported exactly as shown.

TRANSMISSION HEADER RECORD FORMAT

| Position(s) | Description | Content | Comment |
|------------------------|--------------|-----------------------|--|
| 1-8 | Alpha | Data Type | Must be "RPC Data". |
| 9-10 | ** | Delimiter | Must be "***". |
| 11-22 | Alphanumeric | File Name | "RPyyyyymmddnnss", where yyyyymmdd is the Transmission Date, nn is the TMA-assigned Contractor Number, and ss is the sequence number (01-99) of the file sent on a particular day. |
| 23-24 | ** | Delimiter | Must be "***". |
| 25-29 | Alpha | | Must be "FSIZE". |
| 30-Variable | Numeric | File Size | Total number of <i>VOUCHER</i> records and <i>CLAIM</i> records. Includes transmission header, excludes transmission trailer. |
| Variable (2 positions) | ** | Delimiter | Must be "***". |
| Variable (6 positions) | Alpha | Record Type | Must be "RTYPEV". |
| Variable (2 positions) | ** | Delimiter | Must be "***". |
| Variable (7 positions) | Alpha | | Must be "MAXRLEN". |
| Variable (2 positions) | ** | Delimiter | Must be "***". |
| Variable | Numeric | Maximum Record Length | 1000. (Length of the longest variable length record within the transmission.) |
| Variable (2 positions) | ** | Delimiter | Must be "***". |
| Variable - 80 | Blank | Reserved | Must be spaces. |

3.3 Appended to the end of each transmission to DHA will be a transmission trailer record. The format for the transmission trailer record follows:

TRANSMISSION TRAILER RECORD FORMAT

| Position(s) | Description | Content | Comment |
|-------------|--------------|-------------------|---|
| 1 | Alpha | Record ID | Must be "@" sign. |
| 2-3 | Alphanumeric | Contractor Number | DHA-assigned Contractor Number. |
| 4-10 | Alphanumeric | Transmission Date | Enter in YYYYDD format. |
| 11-14 | Numeric | Voucher Count | Number of <i>VOUCHER</i> records in the transmission. |
| 15-20 | Numeric | Record Count | Total number of <i>VOUCHER</i> records and <i>CLAIM</i> records. Excludes transmission header and transmission trailer. |
| 21 - 80 | Blank | Reserved | Must be spaces. |

08. D020_P00005 AttachA_RPC_Data_-_revised.xlsx

4.0 RPC VOUCHER Data Element Layout

4.1 For every TED BATCH/VOUCHER HEADER record with BATCH/VOUCHER CLIN/ASAP ACCOUNT NUMBER starting with "MC" or "TF", the contractor shall also submit a matching and identical RPC VOUCHER record.

| ELN | ELEMENT NAME | NCPDP | | POSITION | | | Corresponding TED Data Element | |
|-------|---|---------|-----------|----------|------|------|--------------------------------|---|
| | | Field # | FORMAT | Width | FROM | THRU | ELN | ELEMENT NAME |
| 0-001 | HEADER TYPE INDICATOR | n/a | X | 1 | 1 | 1 | 0-001 | HEADER TYPE INDICATOR |
| 0-010 | CONTRACT NUMBER | n/a | X(13) | 13 | 2 | 14 | 0-010 | CONTRACT NUMBER |
| 0-015 | BATCH/VOUCHER IDENTIFIER | n/a | X | 1 | 15 | 15 | 0-015 | BATCH/VOUCHER IDENTIFIER |
| 0-025 | BATCH/VOUCHER CLIN/ASAP ACCOUNT NUMBER | n/a | X(8) | 8 | 16 | 23 | 0-025 | BATCH/VOUCHER CLIN/ASAP ACCOUNT NUMBER |
| 0-030 | BATCH/VOUCHER DATE | n/a | YYYYDDD | 7 | 24 | 30 | 0-030 | BATCH/VOUCHER DATE |
| 0-035 | BATCH/VOUCHER SEQUENCE NUMBER | n/a | X(2) | 2 | 31 | 32 | 0-035 | BATCH/VOUCHER SEQUENCE NUMBER |
| 0-040 | BATCH/VOUCHER RESUBMISSION NUMBER | n/a | X(2) | 2 | 33 | 34 | 0-040 | BATCH/VOUCHER RESUBMISSION NUMBER |
| 0-045 | TOTAL NUMBER OF RECORDS | n/a | 9(7) | 7 | 35 | 41 | 0-045 | TOTAL NUMBER OF RECORDS |
| 0-050 | TOTAL AMOUNT PAID | n/a | S9(10)V99 | 12 | 42 | 53 | 0-050 | TOTAL AMOUNT PAID |
| 0-055 | INITIAL TRANSMISSION DATE (TMA DERIVED) | n/a | YYYYMMDD | 8 | 54 | 61 | 0-055 | INITIAL TRANSMISSION DATE (TMA DERIVED) |
| 0-060 | TMA BATCH/VOUCHER PROCESSING DATE (TMA DERIVED) | n/a | YYYYMMDD | 8 | 62 | 69 | 0-060 | TMA BATCH/VOUCHER PROCESSING DATE (TMA DERIVED) |
| 0-065 | FUND ACCOUNTING | n/a | S9(8)V99 | 10 | 70 | 79 | 0-065 | FUND ACCOUNTING |

5.0 RPC CLAIM Data Element Layout

5.1 For every TED NON-INSTITUTIONAL record submitted together with a TED BATCH/VOUCHER HEADER record with BATCH/VOUCHER CLIN/ASAP ACCOUNT NUMBER starting with "MC" or "TF", the contractor shall also submit a companion RPC CLAIM record consisting of data elements listed below.

5.2 Relationship between RPC CLAIM data elements and TED NON-INSTITUTIONAL data elements:

- TED RECORD INDICATOR data: The first 7 data elements, in the first 33 positions, on the RPC CLAIM record shall be identical to the first 7 data elements, and the first 33 positions, on the companion TED NON-INSTITUTIONAL record, as per Chapter 2, Section 2.2 of TSM.

- Other TED data: The next 12 RPC CLAIM elements shall be identical to those on the companion TED NON-INSTITUTIONAL record, albeit in different positions.

- NCPDP data: The rest of the RPC CLAIM elements shall be populated with original claim data as per NCPDP Telecommunication Standard Version D.0 or later.

| ELN | ELEMENT NAME | NCPDP | | POSITION | | | Corresponding TED Data Element | |
|-------|---|---------|----------|----------|------|------|-------------------------------------|---|
| | | Field # | FORMAT | Width | FROM | THRU | ELN | ELEMENT NAME |
| X-001 | RECORD TYPE INDICATOR | n/a | X(1) | 1 | 1 | 1 | 2-001 | RECORD TYPE INDICATOR |
| X-015 | FILING DATE | n/a | YYYYDDD | 7 | 2 | 8 | 2-015 | FILING DATE |
| X-020 | FILING STATE/COUNTRY CODE | n/a | X(3) | 3 | 9 | 11 | 2-020 | FILING STATE/COUNTRY CODE |
| X-025 | SEQUENCE NUMBER | n/a | X(7) | 7 | 12 | 18 | 2-025 | SEQUENCE NUMBER |
| X-030 | TIME STAMP | n/a | X(6) | 6 | 19 | 24 | 2-030 | TIME STAMP |
| X-035 | ADJUSTMENT KEY | n/a | X(1) | 1 | 25 | 25 | 2-035 | ADJUSTMENT KEY |
| X-040 | DATE TED RECORDS PROCESSED TO COMPLETION | n/a | YYYYMMDD | 8 | 26 | 33 | 2-040 | DATE TED RECORDS PROCESSED TO COMPLETION |
| X-055 | SERVICE BRANCH CLASSIFICATION CODE (SPONSOR) | n/a | X(1) | 1 | 34 | 34 | 2-055 | SERVICE BRANCH CLASSIFICATION CODE (SPONSOR) |
| X-100 | TYPE OF SUBMISSION | n/a | X(1) | 1 | 35 | 35 | 2-100 | TYPE OF SUBMISSION |
| X-105 | CLAIM FORM TYPE/EMC INDICATOR | n/a | X(1) | 1 | 36 | 36 | 2-105 | CLAIM FORM TYPE/EMC INDICATOR |
| X-155 | END DATE OF CARE | n/a | YYYYMMDD | 8 | 37 | 44 | 2-155 | END DATE OF CARE |
| X-170 | NATIONAL DRUG CODE | n/a | X(11) | 11 | 45 | 55 | 2-170 | NATIONAL DRUG CODE |
| X-185 | AMOUNT ALLOWED BY PROCEDURE CODE | n/a | S9(7)V99 | 9 | 56 | 64 | 2-185 | AMOUNT ALLOWED |
| X-190 | AMOUNT PAID BY OTHER HEALTH INSURANCE (OHI) | n/a | S9(7)V99 | 9 | 65 | 73 | 2-190 | AMOUNT PAID BY OTHER HEALTH INSURANCE (OHI) |
| X-205 | AMOUNT PAID BY GOV T CONTRACTOR BY PROCEDURE CODE | n/a | S9(7)V99 | 9 | 74 | 82 | 2-205 | AMOUNT PAID BY GOV T CONTRACTOR BY PROCEDURE CODE |
| X-230 | PROVIDER ORGANIZATIONAL NPI NUMBER | n/a | X(15) | 15 | 83 | 97 | 2-230 | PROVIDER ORGANIZATIONAL NPI NUMBER |
| X-250 | PROVIDER ZIP CODE | n/a | X(9) | 9 | 98 | 106 | 2-250 | PROVIDER ZIP CODE |
| X-265 | PROVIDER NETWORK STATUS INDICATOR | n/a | X(1) | 1 | 107 | 107 | 2-265 | PROVIDER NETWORK STATUS INDICATOR |
| X-305 | SPECIAL PROCESSING CODE | n/a | X(8) | 8 | 108 | 115 | 2-305 | SPECIAL PROCESSING CODE |
| X-601 | Transaction Response Status | 112-AN | X(1) | 1 | 116 | 116 | <--- start of Status Segment fields | |
| X-604 | Authorization Number | 503-F3 | X(20) | 20 | 117 | 136 | <--- start of Header Segment fields | |
| X-607 | Service Provider ID Qualifier | 202-B2 | X(2) | 2 | 137 | 138 | | |
| X-610 | Service Provider ID | 201-B1 | X(15) | 15 | 139 | 153 | | |
| X-613 | Date of Service | 401-D1 | YYYYMMDD | 8 | 154 | 161 | <--- start of Claim Segment fields | |
| X-616 | Prescription/Service Reference Number Qualifier | 455-EM | X(1) | 1 | 162 | 162 | | |
| X-619 | Prescription/Service Reference Number | 402-D2 | 9(12) | 12 | 163 | 174 | | |
| X-622 | Product/Service ID Qualifier | 436-E1 | X(2) | 2 | 175 | 176 | <--- start of Claim Segment fields | |
| X-625 | Product/Service ID | 407-D7 | X(19) | 19 | 177 | 195 | | |
| X-628 | Quantity Dispensed | 442-E7 | 9(7)V999 | 10 | 196 | 205 | | |
| X-631 | Fill Number | 403-D3 | 9(2) | 2 | 206 | 207 | <--- start of Claim Segment fields | |
| X-634 | Days Supply | 405-D5 | 9(3) | 3 | 208 | 210 | | |
| X-637 | Compound Code | 406-D6 | 9(1) | 1 | 211 | 211 | | |
| X-640 | Dispense As Written (DAW)/Product Selection Code | 408-D8 | X(1) | 1 | 212 | 212 | <--- start of Claim Segment fields | |
| X-643 | Date Prescription Written | 414-DE | YYYYMMDD | 8 | 213 | 220 | | |
| X-646 | Number of Refills Authorized | 415-DF | 9(2) | 2 | 221 | 222 | | |
| X-649 | Prescription Origin Code | 419-DJ | 9(1) | 1 | 223 | 223 | <--- start of Claim Segment fields | |
| X-652 | Submission Clarification Code Count (max = 3) | 354-NX | 9(1) | 1 | 224 | 224 | | |
| X-655 | Submission Clarification Code - 1st | 420-DK | 9(2) | 2 | 225 | 226 | | |
| X-658 | Submission Clarification Code - 2nd | 420-DK | 9(2) | 2 | 227 | 228 | <--- start of Claim Segment fields | |
| X-661 | Submission Clarification Code - 3rd | 420-DK | 9(2) | 2 | 229 | 230 | | |
| X-664 | Other Coverage Code | 308-C8 | 9(2) | 2 | 231 | 232 | | |
| X-667 | Unit of Measure | 600-28 | X(2) | 2 | 233 | 234 | <--- start of Claim Segment fields | |
| X-670 | Level of Service | 418-DI | 9(2) | 2 | 235 | 236 | | |
| X-673 | Prior Authorization Type Code | 461-EU | 9(2) | 2 | 237 | 238 | | |
| X-676 | Prior Auth Number Submitted | 462-EV | 9(11) | 11 | 239 | 249 | <--- start of Claim Segment fields | |
| X-679 | Route of Administration | 995-E2 | X(11) | 11 | 250 | 260 | | |
| X-682 | Dispensing Status | 343-HD | X(1) | 1 | 261 | 261 | | |
| X-685 | Associated Prescription/Service Reference Number | 456-EN | 9(12) | 12 | 262 | 273 | <--- start of Claim Segment fields | |
| X-688 | Associated Prescription/Service Date | 457-EP | YYYYMMDD | 8 | 274 | 281 | | |
| X-691 | Quantity Prescribed | 460-ET | 9(7)V999 | 10 | 282 | 291 | | |
| X-694 | Quantity Intended To Be Dispensed | 344-HF | 9(7)V999 | 10 | 292 | 301 | <--- start of Claim Segment fields | |

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| | | | | | | |
|-------|---|--------|----------|-----|-----|------|
| X-697 | Days Supply Intended To Be Dispensed | 345-HG | 9(3) | 3 | 302 | 304 |
| X-700 | Prescriber ID Qualifier | 466-EZ | X(2) | 2 | 305 | 306 |
| X-703 | Prescriber ID | 411-DB | X(15) | 15 | 307 | 321 |
| X-706 | Ingredient Cost Submitted | 409-D9 | S9(6)V99 | 8 | 322 | 329 |
| X-709 | Patient Assignment Indicator (DMR Indicator) | 391-MT | X(1) | 1 | 330 | 330 |
| X-712 | Pharmacy Service Type | 147-U7 | 9(2) | 2 | 331 | 332 |
| X-715 | Dispensing Fee Submitted | 412-DC | S9(6)V99 | 8 | 333 | 340 |
| X-718 | Patient Paid Amount Submitted | 433-DX | S9(6)V99 | 8 | 341 | 348 |
| X-721 | Usual and Customary Charge | 426-DQ | S9(6)V99 | 8 | 349 | 356 |
| X-724 | Gross Amount Due | 430-DU | S9(6)V99 | 8 | 357 | 364 |
| X-727 | Basis of Cost Determination | 423-DN | X(2) | 2 | 365 | 366 |
| X-730 | Patient Pay Amount | 505-F5 | S9(6)V99 | 8 | 367 | 374 |
| X-733 | Ingredient Cost Paid | 506-F6 | S9(6)V99 | 8 | 375 | 382 |
| X-736 | Dispensing Fee Paid | 507-F7 | S9(6)V99 | 8 | 383 | 390 |
| X-739 | Other Payer Amount Recognized | 566-J5 | S9(6)V99 | 8 | 391 | 398 |
| X-742 | Total Amount Paid | 509-F9 | S9(6)V99 | 8 | 399 | 406 |
| X-745 | Basis of Reimbursement Determination | 522-FM | 9(2) | 2 | 407 | 408 |
| X-748 | Coordination of Benefits/Other Payments Count (max = 3) | 337-4C | 9(1) | 1 | 409 | 409 |
| X-751 | Other Payer Coverage Type 1st | 338-5C | X(2) | 2 | 410 | 411 |
| X-754 | Other Payer ID Qualifier 1st | 339-6C | X(2) | 2 | 412 | 413 |
| X-757 | Other Payer ID 1st | 340-7C | X(10) | 10 | 414 | 423 |
| X-760 | Other Payer Date 1st | 443-E8 | YYYYMMDD | 8 | 424 | 431 |
| X-763 | Other Payer Amount Paid Count 1st | 341-HB | 9(1) | 1 | 432 | 432 |
| X-766 | [Sum of] Other Payer Amount Paid 1st | 431-DV | S9(6)V99 | 8 | 433 | 440 |
| X-769 | Other Payer Reject Count 1st (max = 5) | 471-5E | 9(2) | 2 | 441 | 442 |
| X-772 | Other Payer Reject Code 1st-1 | 472-6E | X(3) | 3 | 443 | 445 |
| X-775 | Other Payer Reject Code 1st-2 | 472-6E | X(3) | 3 | 446 | 448 |
| X-778 | Other Payer Reject Code 1st-3 | 472-6E | X(3) | 3 | 449 | 451 |
| X-781 | Other Payer Reject Code 1st-4 | 472-6E | X(3) | 3 | 452 | 454 |
| X-784 | Other Payer Reject Code 1st-5 | 472-6E | X(3) | 3 | 455 | 457 |
| X-787 | Other Payer Coverage Type 2nd | 338-5C | X(2) | 2 | 458 | 459 |
| X-790 | Other Payer ID Qualifier 2nd | 339-6C | X(2) | 2 | 460 | 461 |
| X-793 | Other Payer ID 2nd | 340-7C | X(10) | 10 | 462 | 471 |
| X-796 | Other Payer Date 2nd | 443-E8 | YYYYMMDD | 8 | 472 | 479 |
| X-799 | Other Payer Amount Paid Count 2nd (max = 5) | 341-HB | 9(1) | 1 | 480 | 480 |
| X-802 | [Sum of] Other Payer Amount Paid 2nd | 431-DV | S9(6)V99 | 8 | 481 | 488 |
| X-805 | Other Payer Reject Count 2nd | 471-5E | 9(2) | 2 | 489 | 490 |
| X-808 | Other Payer Reject Code 2nd-1 | 472-6E | X(3) | 3 | 491 | 493 |
| X-811 | Other Payer Reject Code 2nd-2 | 472-6E | X(3) | 3 | 494 | 496 |
| X-814 | Other Payer Reject Code 2nd-3 | 472-6E | X(3) | 3 | 497 | 499 |
| X-817 | Other Payer Reject Code 2nd-4 | 472-6E | X(3) | 3 | 500 | 502 |
| X-820 | Other Payer Reject Code 2nd-5 | 472-6E | X(3) | 3 | 503 | 505 |
| X-823 | Other Payer Coverage Type 3rd | 338-5C | X(2) | 2 | 506 | 507 |
| X-826 | Other Payer ID Qualifier 3rd | 339-6C | X(2) | 2 | 508 | 509 |
| X-829 | Other Payer ID 3rd | 340-7C | X(10) | 10 | 510 | 519 |
| X-832 | Other Payer Date 3rd | 443-E8 | YYYYMMDD | 8 | 520 | 527 |
| X-835 | Other Payer Amount Paid Count 3rd | 341-HB | 9(1) | 1 | 528 | 528 |
| X-838 | [Sum of] Other Payer Amount Paid 3rd | 431-DV | S9(6)V99 | 8 | 529 | 536 |
| X-841 | Other Payer Reject Count 3rd (max = 5) | 471-5E | 9(2) | 2 | 537 | 538 |
| X-844 | Other Payer Reject Code 3rd-1 | 472-6E | X(3) | 3 | 539 | 541 |
| X-847 | Other Payer Reject Code 3rd-2 | 472-6E | X(3) | 3 | 542 | 544 |
| X-850 | Other Payer Reject Code 3rd-3 | 472-6E | X(3) | 3 | 545 | 547 |
| X-853 | Other Payer Reject Code 3rd-4 | 472-6E | X(3) | 3 | 548 | 550 |
| X-856 | Other Payer Reject Code 3rd-5 | 472-6E | X(3) | 3 | 551 | 553 |
| X-859 | Compound Dosage Form Description Code | 450-EF | X(15) | 15 | 554 | 568 |
| X-862 | Compound Dispensing Unit Form Indicator | 451-EG | 9(1) | 1 | 569 | 569 |
| X-865 | Compound Ingredient Component Count (max = 25) | 447-EC | 9(2) | 2 | 570 | 571 |
| X-868 | Compound Product ID Qualifier - 1st | 488-RE | X(2) | 2 | 572 | 573 |
| X-871 | Compound Product ID - 1st | 489-TE | X(19) | 19 | 574 | 592 |
| X-874 | Compound Ingredient Quantity - 1st | 448-ED | 9(7)V999 | 10 | 593 | 602 |
| X-877 | Compound Ingredient Drug Cost - 1st | 449-EE | S9(6)V99 | 8 | 603 | 610 |
| X-880 | Compound Ingredient Basis of Cost Determination - 1st | 490-UE | X(2) | 2 | 611 | 612 |
| X-883 | Compound Product ID Qualifier - 2nd | 488-RE | X(2) | 2 | 613 | 614 |
| X-886 | Compound Product ID - 2nd | 489-TE | X(19) | 19 | 615 | 633 |
| X-889 | Compound Ingredient Quantity - 2nd | 448-ED | 9(7)V999 | 10 | 634 | 643 |
| X-892 | Compound Ingredient Drug Cost - 2nd | 449-EE | S9(6)V99 | 8 | 644 | 651 |
| X-895 | Compound Ingredient Basis of Cost Determination - 2nd | 490-UE | X(2) | 2 | 652 | 653 |
| X-898 | Compound Product ID Qualifier - 3rd | 488-RE | X(2) | 2 | 654 | 655 |
| X-901 | Compound Product ID - 3rd | 489-TE | X(19) | 19 | 656 | 674 |
| X-904 | Compound Ingredient Quantity - 3rd | 448-ED | 9(7)V999 | 10 | 675 | 684 |
| X-907 | Compound Ingredient Drug Cost - 3rd | 449-EE | S9(6)V99 | 8 | 685 | 692 |
| X-910 | Compound Ingredient Basis of Cost Determination - 3rd | 490-UE | X(2) | 2 | 693 | 694 |
| | filler | | X(306) | 306 | 695 | 1000 |

<--- start of Prescriber Segment fields

<--- start of Pricing Segment fields

<--- start of Coordination of Benefits/Other Payments Segment fields

<--- start of Compound Segment fields

| CONTRACT DATA REQUIREMENTS LIST (1 Data Item) | | | | | | Form Approved OMB No. 0704-0188 | | | | | | | | |
|---|--|--------------------------------|-------------------------------------|--|---|------------------------------------|-------|-----------|----------------------|--|---------------------------------|---|----------------------|---|
| <p>The public reporting burden for this collection of information is estimated to average 110 hours per response, including the time for reviewing instructions, searching existing data sources, gathering and maintaining the data needed, and completing and reviewing the collection of information. Send comments regarding this burden estimate or any other aspect of this collection of information, including suggestions for reducing the burden, to the Department of Defense, Executive Services and Communications Directorate (0704-0188). Respondents should be aware that notwithstanding any other provision of law, no person shall be subject to any penalty for failing to comply with a collection of information if it does not display a currently valid OMB control number. Please do not return your form to the above organization. Send completed form to the Government Issuing Contracting Officer for the Contract/PR No. listed in Block E.</p> | | | | | | | | | | | | | | |
| A. CONTRACT LINE ITEM NO. | | B. EXHIBIT N/A | | C. CATEGORY: TDP _____ TM _____ OTHER <u>Performance Report</u> | | | | | | | | | | |
| D. SYSTEM/ITEM TRICARE Pharmacy Program | | | E. CONTRACT/PR NO. HT940221C0007 | | F. CONTRACTOR Express Scripts, Inc (ESI) | | | | | | | | | |
| 1. DATA ITEM NO. M010 | 2. TITLE OF DATA ITEM TPharm Contract Performance Summary | | | | 3. SUBTITLE Initial | | | | | | | | | |
| 4. AUTHORITY (Data Acquisition Document No.) N/A | | | 5. CONTRACT REFERENCE CTR C.14.4 | | 6. REQUIRING OFFICE Pharm Ops | | | | | | | | | |
| 7. DD 250 REQ N/A | 9. DIST STATEMENT REQUIRED D | 10. FREQUENCY See Block 16 | | 12. DATE OF FIRST SUBMISSION See Block 16 | | 14. DISTRIBUTION | | | | | | | | |
| 8. APP CODE N/A | | 11. AS OF DATE See Block 16 | | 13. DATE OF SUBSEQUENT SUBMISSION See Block 16 | | a. ADDRESSEE | | b. COPIES | | | | | | |
| | | | | | | Draft | Final | | | | | | | |
| | | | | | | | Reg | Repro | | | | | | |
| <p>16. REMARKS</p> <p>FIRST SUBMISSION: Frequency: Monthly Reporting Period Start Date: 60 calendar days after start of service delivery Due Date: 20 calendar days after end of reporting period SUBSEQUENT SUBMISSION: CONTINUE FROM FIRST SUBMISSION</p> <p>PHI/PII: No FILE FORMAT: Mutually agreed upon by government and the contractor</p> <p>CONTENT DETAILS: To allow the Government to monitor performance across all areas of the contract, the Contractor shall provide a monthly summary of its performance in meeting contract requirements. This report shall not include every individual contract requirement, but will apply the Contractor's approach to categorizing requirements in a meaningful way. The Contractor's approach to the report will need to balance the need for a high level overview with the granularity required to reveal areas where there are performance issues.</p> <p>The report shall include the Contractor's self-evaluation of its performance in meeting contract requirements, along with the Contractor's summary of their performance, including any issues or deficiencies and planned steps for remediation. In addition to the current reporting period, the report shall include the trending self-evaluation ratings for all prior months since the start of pharmacy services. At the Government's request, categories shall be added and removed over the life the contract to provide additional visibility to areas.</p> <p>The report shall include at minimum, the following information for the prior month of performance:</p> <ul style="list-style-type: none"> - General description of area of performance (may use categories and subcategories, as appropriate) - Contract references(s) by section or paragraph number(s) and/or CDRL (if applicable) - Self-evaluation rating, based on FAR 42.15103 (b)(4) Table 42-1 - Summary of performance, to include the following, as applicable: <ul style="list-style-type: none"> - Performance metrics - Issues encountered, their root causes, and planned short- and long-term remediation - Status of new initiatives and other changes - Additional metrics and data to help the Government fully understand performance - Government-assigned Priority of the performance area | | | | | | By email to all | | | | | | | | |
| | | | | | | individuals designated | | | | | | | | |
| | | | | | | by the Government | | | | | | | | |
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| | | | | | | 15. TOTAL → | | | | | | 0 | 0 | 0 |
| | | | | | | G. PREPARED BY Natalie M Jones | | | H. DATE 4/19/2021 | | I. APPROVED BY Henry J Gibbs | | J. DATE 4/19/2021 | |

17. PRICE GROUP

18. ESTIMATED
TOTAL PRICE

| CONTRACT DATA REQUIREMENTS LIST (1 Data Item) | | | | | | Form Approved OMB No. 0704-0188 | | | | |
|--|--|--------------------------------|---|--|---|------------------------------------|----------------------|--------------------|--|--|
| The public reporting burden for this collection of information is estimated to average 110 hours per response, including the time for reviewing instructions, searching existing data sources, gathering and maintaining the data needed, and completing and reviewing the collection of information. Send comments regarding this burden estimate or any other aspect of this collection of information, including suggestions for reducing the burden, to the Department of Defense, Executive Services and Communications Directorate (0704-0188). Respondents should be aware that notwithstanding any other provision of law, no person shall be subject to any penalty for failing to comply with a collection of information if it does not display a currently valid OMB control number. Please do not return your form to the above organization. Send completed form to the Government Issuing Contracting Officer for the Contract/PR No. listed in Block E. | | | | | | | | | | |
| A. CONTRACT LINE ITEM NO. | | B. EXHIBIT | | C. CATEGORY: TDP _____ TM _____ OTHER _____ | | | | | | |
| D. SYSTEM/ITEM TRICARE Pharmacy Program | | | E. CONTRACT/PR NO. HT940221C0007 | | F. CONTRACTOR Express Scripts, Inc (ESI) | | | | | |
| 1. DATA ITEM NO. M020 | 2. TITLE OF DATA ITEM Call Center Top Issues Report | | | | 3. SUBTITLE Initial | | | | | |
| 4. AUTHORITY (Data Acquisition Document No.) | | | 5. CONTRACT REFERENCE CTR C.9.1.1.10 | | 6. REQUIRING OFFICE Pharm Ops | | | | | |
| 7. DD 250 REQ N/A | 9. DIST STATEMENT REQUIRED | 10. FREQUENCY See Block 16 | | 12. DATE OF FIRST SUBMISSION See Block 16 | | 14. DISTRIBUTION | | | | |
| 8. APP CODE N/A | D | 11. AS OF DATE See Block 16 | | 13. DATE OF SUBSEQUENT SUBMISSION See Block 16 | | a. ADDRESSEE | | b. COPIES | | |
| | | | | | | Draft | | Final Reg Repro | | |
| 16. REMARKS FIRST SUBMISSION: Frequency: Monthly Reporting Period Start Date: Start of service delivery Due Date: 10 calendar days after end of reporting period SUBSEQUENT SUBMISSION: CONTINUE FROM FIRST SUBMISSION PHI/PII: No FILE FORMAT: Microsoft Excel CONTENT DETAILS: This report shall track issues driving call center volume and provide top call center issues to the government. The report shall include top 20 issues raised by beneficiaries contacting the beneficiary call center. The report should include a break out by number and percentages along with a graph in a format that shows call trends over the previous 12 months. The report should also include definitions tab. | | | | | | Submit through the | | | | |
| | | | | | | DHA e-Commerce | | | | |
| | | | | | | Extranet. | | | | |
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| | | | | | | 15. TOTAL | | | | |
| G. PREPARED BY Teisha A Robertson | | | H. DATE 4/19/2021 | | I. APPROVED BY Henry J Gibbs | | J. DATE 4/19/2021 | | | |

17. PRICE GROUP

18. ESTIMATED
TOTAL PRICE

| CONTRACT DATA REQUIREMENTS LIST (1 Data Item) | | | | | | Form Approved OMB No. 0704-0188 | | | | |
|--|---|--------------------------------|--------------------------------------|--|---|--|----------------------|-----------|--|--|
| The public reporting burden for this collection of information is estimated to average 110 hours per response, including the time for reviewing instructions, searching existing data sources, gathering and maintaining the data needed, and completing and reviewing the collection of information. Send comments regarding this burden estimate or any other aspect of this collection of information, including suggestions for reducing the burden, to the Department of Defense, Executive Services and Communications Directorate (0704-0188). Respondents should be aware that notwithstanding any other provision of law, no person shall be subject to any penalty for failing to comply with a collection of information if it does not display a currently valid OMB control number. Please do not return your form to the above organization. Send completed form to the Government Issuing Contracting Officer for the Contract/PR No. listed in Block E. | | | | | | | | | | |
| A. CONTRACT LINE ITEM NO. | | B. EXHIBIT | | C. CATEGORY: TDP _____ TM _____ OTHER _____ | | | | | | |
| D. SYSTEM/ITEM TRICARE Pharmacy Program | | | E. CONTRACT/PR NO. HT940221C0007 | | F. CONTRACTOR Express Scripts, Inc (ESI) | | | | | |
| 1. DATA ITEM NO. M030 | 2. TITLE OF DATA ITEM Priority Correspondence Report | | | | 3. SUBTITLE Initial | | | | | |
| 4. AUTHORITY (Data Acquisition Document No.) | | | 5. CONTRACT REFERENCE CTR C.9.1.4 | | 6. REQUIRING OFFICE Pharm Ops | | | | | |
| 7. DD 250 REQ N/A | 9. DIST STATEMENT REQUIRED | 10. FREQUENCY See Block 16 | | 12. DATE OF FIRST SUBMISSION See Block 16 | | 14. DISTRIBUTION | | | | |
| 8. APP CODE N/A | D | 11. AS OF DATE See Block 16 | | 13. DATE OF SUBSEQUENT SUBMISSION See Block 16 | | a. ADDRESSEE | | b. COPIES | | |
| | | | | | | Draft | Final Reg Repro | | | |
| 16. REMARKS FIRST SUBMISSION: Frequency: Monthly Reporting Period Start Date: Start of service delivery Due Date: 10 calendar days after end of reporting period SUBSEQUENT SUBMISSION: CONTINUE FROM FIRST SUBMISSION PHI/PII: Yes FILE FORMAT: Microsoft Excel CONTENT DETAILS: This report shall track priority correspondences addressing any beneficiary issue under the contract received from any source. Priority Correspondence shall be determined according to the requirements in TOM, Chapter 11, Section 5. Report shall provide a log of all priority correspondence received, including: - Beneficiary Name - Beneficiary ID - Date received - Issue Description - Issue Resolution - Date Closed Correspondence shall be identified as closed or pending. Pending cases shall be reported each month until reported closed. The report shall summarize: - Cases from Prior Month o Total cases received o Total cases closed o Cases open at the end of the month - Number processed with 10 calendar days of receipt - Percent processed with 10 calendar days of receipt - Number processed with 30 calendar days of receipt - Percent processed with 30 calendar days of receipt In addition to the current reporting period, the report shall include the above data for all prior months within the current option period. | | | | | | Submit through the DHA e-Commerce Extranet. (Per TOM C14) | | | | |
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| | | | | | | 15. TOTAL | | | | |
| G. PREPARED BY Teisha A Robertson | | | H. DATE 4/19/2021 | | I. APPROVED BY Henry J Gibbs | | J. DATE 4/19/2021 | | | |

17. PRICE GROUP

18. ESTIMATED
TOTAL PRICE

| CONTRACT DATA REQUIREMENTS LIST (1 Data Item) | | | | | | Form Approved OMB No. 0704-0188 | | | | | | | | |
|--|---|--------------------------------|--------------------------------------|--|---|------------------------------------|--------------------|-----------|----------------------|--|---------------------------------|---|----------------------|---|
| The public reporting burden for this collection of information is estimated to average 110 hours per response, including the time for reviewing instructions, searching existing data sources, gathering and maintaining the data needed, and completing and reviewing the collection of information. Send comments regarding this burden estimate or any other aspect of this collection of information, including suggestions for reducing the burden, to the Department of Defense, Executive Services and Communications Directorate (0704-0188). Respondents should be aware that notwithstanding any other provision of law, no person shall be subject to any penalty for failing to comply with a collection of information if it does not display a currently valid OMB control number. Please do not return your form to the above organization. Send completed form to the Government Issuing Contracting Officer for the Contract/PR No. listed in Block E. | | | | | | | | | | | | | | |
| A. CONTRACT LINE ITEM NO. | | B. EXHIBIT N/A | | C. CATEGORY: TDP _____ TM _____ OTHER <u>Performance Report</u> | | | | | | | | | | |
| D. SYSTEM/ITEM TRICARE Pharmacy Program | | | E. CONTRACT/PR NO. HT940221C0007 | | F. CONTRACTOR Express Scripts, Inc (ESI) | | | | | | | | | |
| 1. DATA ITEM NO. M040 | 2. TITLE OF DATA ITEM Retail Network Pharmacy Report | | | | 3. SUBTITLE Initial | | | | | | | | | |
| 4. AUTHORITY (Data Acquisition Document No.) | | | 5. CONTRACT REFERENCE CTR C.3.3.4 | | 6. REQUIRING OFFICE Pharm Ops | | | | | | | | | |
| 7. DD 250 REQ N/A | 9. DIST STATEMENT REQUIRED | 10. FREQUENCY See Block 16 | | 12. DATE OF FIRST SUBMISSION See Block 16 | | 14. DISTRIBUTION | | | | | | | | |
| 8. APP CODE N/A | D | 11. AS OF DATE See Block 16 | | 13. DATE OF SUBSEQUENT SUBMISSION See Block 16 | | a. ADDRESSEE | | b. COPIES | | | | | | |
| | | | | | | Draft | Final Reg Repro | | | | | | | |
| 16. REMARKS FIRST SUBMISSION Frequency: One Time Reporting Period Start Date: 90 calendar days before start of service delivery Due Date: 60 calendar days before start of service delivery SUBSEQUENT SUBMISSION Frequency: Monthly Reporting Period Start Date: Start of service delivery Due Date: 10 calendar days after end of reporting period PHI/PII: No FILE FORMAT: Microsoft Excel CONTENT DETAILS: A Network Pharmacy Report shall be submitted monthly for performance assessment of the size of the retail network. The Government reserves the right to make modifications to the report requirements after the first submission. Report shall identify all pharmacies in the retail network by the following information: - Name - Chain Name - Pharmacy NPI - NCPDP Number - Address (including city, state & zip code) - Phone Number - Fax Number - Pharmacy Identifiers of the following - Department of Veterans Affairs (DVA) - Indian Health Services (IHS) - Long-Term Care (LTC) - Public Health Services (PHS) - Specialty Pharmacy Report shall identify all pharmacies added to and dropped from the network since the prior reporting period, providing the same data elements as above. Report shall identify total number of pharmacies in the network, number added, and number dropped during reporting period. <div style="text-align: center;">Continued on page 2</div> | | | | | | Submit through the | | | | | | | | |
| | | | | | | DHA e-Commerce | | | | | | | | |
| | | | | | | Extranet. | | | | | | | | |
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| | | | | | | 15. TOTAL | | | | | | 0 | 0 | 0 |
| | | | | | | G. PREPARED BY Eric R Parsons | | | H. DATE 4/19/2021 | | I. APPROVED BY Henry J Gibbs | | J. DATE 4/19/2021 | |

17. PRICE GROUP

18. ESTIMATED
TOTAL PRICE

CONTRACT DATA REQUIREMENTS LIST*(1 Data Item)*

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| A. CONTRACT LINE ITEM NO. | B. EXHIBIT | C. CATEGORY: TDP ____ TM ____ OTHER _____ |
| D. SYSTEM/ITEM TRICARE Pharmacy Program | E. CONTRACT/PR NO. | F. CONTRACTOR |

16. REMARKS *(Continued)*

The report shall include:

- Description and intention of report, including the methodology and assumptions utilized to generate the report
- Definitions tab
- Reporting period
- Date report generated

| CONTRACT DATA REQUIREMENTS LIST (1 Data Item) | | | | | | Form Approved OMB No. 0704-0188 | | | | | | | | |
|---|--|--------------------------------|--------------------------------------|--|---|--|--|--------------------|----------------------|--|---------------------------------|---|----------------------|---|
| The public reporting burden for this collection of information is estimated to average 110 hours per response, including the time for reviewing instructions, searching existing data sources, gathering and maintaining the data needed, and completing and reviewing the collection of information. Send comments regarding this burden estimate or any other aspect of this collection of information, including suggestions for reducing the burden, to the Department of Defense, Executive Services and Communications Directorate (0704-0188). Respondents should be aware that notwithstanding any other provision of law, no person shall be subject to any penalty for failing to comply with a collection of information if it does not display a currently valid OMB control number. Please do not return your form to the above organization. Send completed form to the Government Issuing Contracting Officer for the Contract/PR No. listed in Block E. | | | | | | | | | | | | | | |
| A. CONTRACT LINE ITEM NO. | | B. EXHIBIT N/A | | C. CATEGORY: TDP _____ TM _____ OTHER <u>Performance Report</u> | | | | | | | | | | |
| D. SYSTEM/ITEM TRICARE Pharmacy Program | | | E. CONTRACT/PR NO. HT940221C0007 | | F. CONTRACTOR Express Scripts, Inc (ESI) | | | | | | | | | |
| 1. DATA ITEM NO. M041 | 2. TITLE OF DATA ITEM Retail Network Pharmacy Access Report | | | | 3. SUBTITLE Initial | | | | | | | | | |
| 4. AUTHORITY (Data Acquisition Document No.) | | | 5. CONTRACT REFERENCE CTR C.3.3.4 | | 6. REQUIRING OFFICE Pharm Ops | | | | | | | | | |
| 7. DD 250 REQ N/A | 9. DIST STATEMENT REQUIRED | 10. FREQUENCY See Block 16 | | 12. DATE OF FIRST SUBMISSION See Block 16 | | 14. DISTRIBUTION | | | | | | | | |
| 8. APP CODE N/A | D | 11. AS OF DATE See Block 16 | | 13. DATE OF SUBSEQUENT SUBMISSION See Block 16 | | a. ADDRESSEE | | b. COPIES | | | | | | |
| | | | | | | Draft | | Final Reg Repro | | | | | | |
| 16. REMARKS FIRST SUBMISSION Frequency: Monthly Reporting Period Start Date: Start of service delivery Due Date: 25 calendar days after end of reporting period (No later than 5 calendar days after receipt of zip code file) SUBSEQUENT SUBMISSION: CONTINUE FROM FIRST SUBMISSION PHI/PII: No FILE FORMAT: No specific file format required CONTENT DETAILS: Report shall be generated using Contractor's commercially available software or web tools, broken out by city, zip code, and include: - The total number and percentage of beneficiaries that live within 15 minutes driving distance of a retail network pharmacy - The total number and percentage of beneficiaries that live within 16-30 minutes driving distance of a retail network pharmacy - The total number and percentage of beneficiaries that live within 31-60 minutes driving distance of a retail network pharmacy - The total number and percentage of beneficiaries that live over 60 minutes driving distance of a retail network pharmacy - Average drive time overall - In lieu of beneficiary access data determined by the Contractor's commercial available software or web tools, the Government will accept a report for Northern Mariana Islands, American Samoa, and Guam which lists the pharmacies in those locations. The Government reserves the right to make modifications to the report requirements after the first submission. The report shall include: - Description and intention of report, including the methodology and assumptions utilized to generate the report - Definitions tab - Reporting period - Date report generated | | | | | | Submit through the DHA e-Commerce Extranet. (Per TOM C14) | | | | | | | | |
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| | | | | | | 15. TOTAL | | | | | | 0 | 0 | 0 |
| | | | | | | G. PREPARED BY Eric R Parsons | | | H. DATE 4/19/2021 | | I. APPROVED BY Henry J Gibbs | | J. DATE 4/19/2021 | |

17. PRICE GROUP

18. ESTIMATED
TOTAL PRICE

| CONTRACT DATA REQUIREMENTS LIST (1 Data Item) | | | | | | Form Approved OMB No. 0704-0188 | | | |
|---|---|--------------------------------|-------------------------------------|--|---|------------------------------------|-----------------------|--|--|
| <p>The public reporting burden for this collection of information is estimated to average 110 hours per response, including the time for reviewing instructions, searching existing data sources, gathering and maintaining the data needed, and completing and reviewing the collection of information. Send comments regarding this burden estimate or any other aspect of this collection of information, including suggestions for reducing the burden, to the Department of Defense, Executive Service and Communications Directorate (0704-0188). Respondents should be aware that notwithstanding any other provision of law, no person shall be subject to any penalty for failing to comply with a collection of information if it does not display a currently valid OMB control number. Please do not return your form to the above organization. Send completed form to the Government Issuing Contracting Officer for the Contract/PR No, listed in Block E.</p> | | | | | | | | | |
| A. CONTRACT LINE ITEM NO. | | B. EXHIBIT Exhibit A | | C. CATEGORY: TDP _____ TM _____ OTHER _____ | | | | | |
| D. SYSTEM/ITEM TRICARE Pharmacy Program | | | E. CONTRACT/PR NO. HT940221C0007 | | F. CONTRACTOR Express Scripts, Inc (ESI) | | | | |
| 1. DATA ITEM NO. M050 | 2. TITLE OF DATA ITEM TPharm Metric Summary Report | | | | 3. SUBTITLE REV on 10/12/22 | | | | |
| 4. AUTHORITY (Data Acquisition Document No.) | | | 5. CONTRACT REFERENCE CTR H.6 | | | 6. REQUIRING OFFICE Pharm Ops | | | |
| 7. DD 250 REQ N/A | 9. DIST STATEMENT REQUIRED D | 10. FREQUENCY See Block 16 | | 12. DATE OF FIRST SUBMISSION See Block 16 | | 14. DISTRIBUTION: | | | |
| 8. APP CODE N/A | | 11. AS OF DATE See Block 16 | | 13. DATE OF SUBSEQUENT SUBMISSION See Block 16 | | a. ADDRESSEE | b. COPIES: | | |
| <p>16. REMARKS</p> <p>FIRST SUBMISSION:</p> <p>Frequency: Monthly</p> <p>Reporting Period Start Date: Start of service delivery</p> <p>Due Date: 20 calendar days after end of reporting period</p> <p>SUBSEQUENT SUBMISSION: CONTINUE FROM FIRST SUBMISSION</p> <p>PHI/PII: No</p> <p>FILE FORMAT: Microsoft Excel</p> <p>CONTENT DETAILS:</p> <p>Report including all contract metrics and data supporting calculations shall be provided by the Government. Contractor shall use most recent template provided prior to the start of Option Period 1 and will adopt future versions as provided by the Government</p> | | | | | | Draft | Final | | |
| | | | | | | Reg | Repro | | |
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| | | | | | | 15. TOTAL | | | |
| G. PREPARED BY Natalie M Jones | | | H. DATE 10/12/2022 | | I. APPROVED BY Henry J Gibbs | | J. DATE 10/12/2022 | | |

Instructions for Completing the TPHARM Monthly Report Template

Version: 2.50.01

Please use the template as provided and do not make any changes without prior coordination. This includes adding/deleting or hiding/unhiding cells, columns, rows, or tabs within the template.

Enter data where requested, into cells that are not locked.

If you find an error within the template, or have any other changes or questions regarding the template, please contact the TRICARE National Contract Operations Office.

Please note, requested changes to the template may take up to 2 weeks to process.

Thank you for your cooperation!

Pharmacy Monthly Requirements Report

TPHARM PROGRAM

| | | | |
|---|---------|----------|----------------------|
| Contractor Name: | | | |
| Contract: | | | |
| Report Period: | | | |
| Version: | 2.50.01 | | TPHARM |
| Measure | Actual | Standard | Contract Reference |
| MAIL ORDER PHARMACY | | | |
| SECTION A. Mail Order Prescription Processing | | | |
| Total Rx Received | | | |
| Total Rx Returned or Denied | | | |
| Total Clean Rx | | | |
| Total Clean Rx Shipped within 4 days | | | |
| Total Rx Shipped, Pending, Denied, or Returned within 10 days | | | |
| # Denied "Refill Too Soon" | | | |
| % Denied "Refill Too Soon" | | | |
| % Clean Rx Shipped within 4 days | | (b) (4) | C.6.1.9.1 |
| % Shipped, Pending, Returned or Denied within 10 days | | | C.6.1.9.2, H.4.3 |
| RETAIL PHARMACY | | | |
| SECTION B. Network Access | | | |
| # of Retail Network Pharmacies | | 35,000 | C.3.3.2.2, H.5.3.4 |
| % Rx Network (1 pharmacy within 15 minutes drive) | | (b) (4) | C.3.3.2.1.1, H.5.3.1 |
| % Rx Network (2 pharmacy within 15 minutes drive) | | | C.3.3.2.1.2, H.5.3.2 |
| % Rx Network (1 pharmacy within 30 minutes drive) | | | C.3.3.2.1.3, H.5.3.3 |
| SECTION C. Claims | | | |
| Total Claims Processed (Paper & Electronic) | | | |
| Electronic | | | |
| Total Electronic Claims Processed | | | |
| Retail Electronic Claim Transactions | | | |
| # Electronic Transactions Rejected | | | |
| # Electronic Transactions Paid | | | |
| Retail Electronic Unique Claims | | | |
| # Electronic Claims Rejected | | | |
| # Electronic Claims Paid | | | |
| Paper | | | |
| Total Paper Claims Processed | | | |
| Paper Claims Completed Within 10 days | | | |
| Paper Claims Completed Within 14 days | | | |
| Paper Claims Completed >14 days | | | |
| % Paper Claims | | | |
| % Paper Claims Completed Within 10 days | | 95.00% | C.3.2.9.1, H.4.5 |
| % Paper Claims Completed Within 14 days | | 100.00% | C.3.2.9.2 |
| OPERATIONS | | | |
| SECTION D. Telephone Response | | | |
| Retail Pharmacy Help Desk | | | |
| Call Volume | | | |
| Calls Received by Phone Service | | | |
| Total Calls Transferred to Customer Service Representative | | | |
| Telephone Received | | | |
| Calls Answered Within 60 Seconds | | | |
| Average Speed to Answer when Transferring to CSR (Seconds) | | 60 Secs | C.9.2.3, H.5.7.1 |
| Calls Abandoned | | | |
| Calls Blocked | | | |
| % Calls Answered Within 60 Seconds | | 100.00% | C.9.2.3 |
| % Abandon Rate | | 5.00% | C.9.2.3 |
| % Blockage Rate | | 5.00% | C.9.2.3 |

| | | | |
|---|--|---------|-------------------|
| MTF Pharmacy Help Desk | | | |
| Call Volume | | | |
| Calls Received by Phone Service | | | |
| Total Calls Transferred to Customer Service Representative (CSR) | | | |
| Telephone Received | | | |
| Average Speed to Answer when Transferring to CSR (Seconds) | | 60 Secs | C.9.2.3, H.5.7.1 |
| Calls Abandoned | | | |
| Calls Blocked | | | |
| % Abandon Rate | | 5.00% | C.9.2.3 |
| % Blockage Rate | | 5.00% | C.9.2.3 |
| Beneficiary Support Services | | | |
| Call Volume | | | |
| Calls Received by Phone Service | | | |
| Calls Logged | | | |
| Total Calls Transferred to Beneficiary Service Representative (BSR) | | | |
| Telephone Received | | | |
| Calls Initially Answered Within 60 Seconds | | | |
| Average Speed to Answer when Transferring to BSR (Seconds) | | 60 Secs | C.9.1.5.7 |
| Calls Abandoned | | | |
| Calls Blocked | | | |
| Calls Resolved During 1st Call | | | |
| Calls Resolved in 2 Days | | | |
| % Calls Initially Answered Within 60 Seconds | | 100.00% | C.9.1.5.7, H.4.7 |
| % Abandon Rate | | 5.00% | C.9.1.5.7 |
| % Blockage Rate | | 5.00% | C.9.1.5.7 |
| % Calls Resolved During 1st Call | | 95.00% | C.9.1.5.7 |
| % Calls Resolved in 2 Days | | 100.00% | C.9.1.5.7 |
| SECTION E. Correspondence | | | |
| Volume of Routine Correspondence Received | | | |
| Routine Within 15 Days | | | |
| Routine Within 45 Days | | | |
| Volume of Priority Correspondence Received | | | |
| Priority Within 10 Days | | | |
| Priority Within 30 Days | | | |
| % Routine Within 15 Days | | 85.00% | C.9.1.5.7 |
| % Routine Within 45 Days | | 100.00% | C.9.1.5.7 |
| % Priority Within 10 Days | | 85.00% | C.9.1.5.7, H.4.8 |
| % Priority Within 30 Days | | 100.00% | C.9.1.5.7 |
| SECTION F. Clinical Reviews | | | |
| Volume of Clinical Review Requests Received | | | |
| Completed and notification sent in 3 Days | | | |
| Completed and notification sent in 10 Days | | | |
| % Completed and notification sent in 3 Days | | (b) (4) | C.8.7.15.1, H.4.6 |
| % Completed and notification sent in 10 Days | | | C.8.7.15.2 |
| Section G. System Availability | | | |
| Total Time in Reporting Period | | | |
| Downtime | | | |
| External Downtime | | | |
| Contractor Downtime | | | |
| Concurrent Contractor and External Downtime | | | |
| Adjusted Total Time | | | |
| Net Contractor Downtime | | | |
| % System Availability | | 99.50% | C.2.6.2, H.4.4 |

Pharmacy Monthly Requirements Report - Delayed Metrics

TPHARM PROGRAM

| | | | |
|--|---------------|-----------------|--------------------|
| Contractor Name: | | | |
| Contract: | | | |
| Report Period: | | | |
| Version: | 2.50.01 | | TPHARM |
| Measure | <i>Actual</i> | <i>Standard</i> | Contract Reference |
| MAIL ORDER PHARMACY | | | |
| Prescription Processing | | | |
| Total Rx Dispensed | | | |
| # Mail Order Prescriptions Accurately Dispensed | | | |
| % Accuracy of Mail Order Prescriptions Processed | | 100.00% | C.6.1.9.3 |

| CONTRACT DATA REQUIREMENTS LIST (1 Data Item) | | | | | | Form Approved OMB No. 0704-0188 | | | | | | | | |
|---|--|--------------------------------|--|--|---|------------------------------------|--------------------|-----------|----------------------|--|---------------------------------|---|----------------------|---|
| The public reporting burden for this collection of information is estimated to average 110 hours per response, including the time for reviewing instructions, searching existing data sources, gathering and maintaining the data needed, and completing and reviewing the collection of information. Send comments regarding this burden estimate or any other aspect of this collection of information, including suggestions for reducing the burden, to the Department of Defense, Executive Services and Communications Directorate (0704-0188). Respondents should be aware that notwithstanding any other provision of law, no person shall be subject to any penalty for failing to comply with a collection of information if it does not display a currently valid OMB control number. Please do not return your form to the above organization. Send completed form to the Government Issuing Contracting Officer for the Contract/PR No. listed in Block E. | | | | | | | | | | | | | | |
| A. CONTRACT LINE ITEM NO. | | B. EXHIBIT | | C. CATEGORY: TDP _____ TM _____ OTHER _____ | | | | | | | | | | |
| D. SYSTEM/ITEM TRICARE Pharmacy Program | | | E. CONTRACT/PR NO. HT940221C0007 | | F. CONTRACTOR Express Scripts, Inc (ESI) | | | | | | | | | |
| 1. DATA ITEM NO. M060 | 2. TITLE OF DATA ITEM Pharmacy Transactions Processing Report | | | | 3. SUBTITLE Initial | | | | | | | | | |
| 4. AUTHORITY (Data Acquisition Document No.) | | | 5. CONTRACT REFERENCE CTR C.2.6.2.1 | | 6. REQUIRING OFFICE Pharm Ops | | | | | | | | | |
| 7. DD 250 REQ N/A | 9. DIST STATEMENT REQUIRED | 10. FREQUENCY See Block 16 | | 12. DATE OF FIRST SUBMISSION See Block 16 | | 14. DISTRIBUTION | | | | | | | | |
| 8. APP CODE N/A | D | 11. AS OF DATE See Block 16 | | 13. DATE OF SUBSEQUENT SUBMISSION See Block 16 | | a. ADDRESSEE | | b. COPIES | | | | | | |
| | | | | | | Draft | Final Reg Repro | | | | | | | |
| 16. REMARKS FIRST SUBMISSION: Frequency: Monthly Reporting Period Start Date: Start of service delivery Due Date: 10 calendar days after end of reporting period SUBSEQUENT SUBMISSION: CONTINUE FROM FIRST SUBMISSION PHI/PII: No FILE FORMAT: Microsoft Excel CONTENT DETAILS: Report shall be submitted monthly in Microsoft Excel format to assess transaction processing performance. Report shall include the data described below for the previous calendar month of performance. In addition to the current reporting period, the report shall include the above data for all prior months within the current option period. A. Summary Data – All Points of Service (POS) Section 1 - Transactions Processing – Provide data on the total number of transactions processed under this contract in each reporting period, to monitor overall volume and trends. Includes pharmacy transactions from any source. Transaction types: Paid, Rejects, Reversals, Timeouts Points of Service: Retail, Mail, MTF –CHCS, MTF –MHS –GENESIS, VA CHDR - Grand Total of Transactions o Breakdown of total transactions for each POS - Total Paid Transactions o Breakdown of paid transactions for each POS - Total Rejected Transactions o Breakdown of paid transactions for each POS - Total Reversals o Breakdown of paid transactions for each POS - Total Timeouts o Breakdown of paid transactions for each POS Breakdown by either transaction type or point of service should match the grand total; if additional transaction types or POS are required to account for all transactions, the addition of new categories should be addressed with the COR. Continued on page 2 | | | | | | Submit through the | | | | | | | | |
| | | | | | | DHA e-Commerce | | | | | | | | |
| | | | | | | Extranet. | | | | | | | | |
| | | | | | | (Per TOM C14) | | | | | | | | |
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| | | | | | | 15. TOTAL | | | | | | 0 | 0 | 0 |
| | | | | | | G. PREPARED BY Beth M Spearman | | | H. DATE 4/19/2021 | | I. APPROVED BY Henry J Gibbs | | J. DATE 4/19/2021 | |

17. PRICE GROUP

18. ESTIMATED
TOTAL PRICE

CONTRACT DATA REQUIREMENTS LIST

(1 Data Item)

| | | |
|---|--|---|
| A. CONTRACT LINE ITEM NO. | B. EXHIBIT | C. CATEGORY: TDP _____ TM _____ OTHER _____ |
| D. SYSTEM/ITEM TRICARE Pharmacy Program | E. CONTRACT/PR NO. HT940221C0007 | F. CONTRACTOR Express Scripts, Inc (ESI) |

16. REMARKS (Continued)

Continuation of Summary Data for All POS

Section 2 - Volume Statistics – Provide details to describe the variability in transaction volume to allow the government to monitor peak system loads and trends over time.

- Hourly

- o Highest Hourly Volume to date (since start of pharmacy services)
- o Date and Hour Highest Volume were reported (since start of pharmacy services)
- o Average Hourly Volume (reporting period)
- o Average of Hourly Peak Volume for Each Day of Reporting period (reporting period)
- o Highest Hourly Volume (reporting period)
- o Date and Hour Highest Volume were reported (reporting period)

- Daily

- o Highest Daily Volume to date (since start of pharmacy services)
- o Date Highest Volume was Reported (since start of pharmacy services)
- o Average Daily Volume (reporting period)
- o Highest Daily Volume (reporting period)
- o Date Highest Volume was reported (reporting period)

If peak volumes are correlated with specific events, those events should be identified.

B. System Availability

Section 1 - Mail and Retail

- Average transaction processing time (seconds)
- Total Time in Reporting Period (minutes)
- External Downtime (minutes)
- Contractor Downtime (minute)
- Concurrent Contractor and External Downtime (minutes)
- Net Contractor Downtime (Contractor Downtime - Concurrent Downtime)(minutes)
- Adjusted Total Time (Total Time - External Downtime) (minutes)
- Contractor System Availability (Adjusted Total Time - Net Contractor Downtime) (minutes)
- % System Availability - (Contractor System Availability/Adjusted Total Time) x 100

Section 2 - MTFs

Same as Section 1 above, reported for MTF (combined for CHCS and MHS GENESIS)

C. Downtime Log

The report shall include a downtime log with the following for all scheduled and unscheduled downtime:

- Date
- Outage Start Time
- Outage End Time
- Total duration (in minutes)
- Description of Impact (partial or full outage, etc.)
- Scheduled or Unscheduled
- Party responsible

D. Migration Schedule of MHS GENESIS Sites

- The contractor shall log the site name and dates of deployment of MHS GENESIS, for reference and context in reviewing MTF reporting

The report shall also include a definitions tab and a revision log.

| CONTRACT DATA REQUIREMENTS LIST (1 Data Item) | | | | | | Form Approved OMB No. 0704-0188 | | | | | | | | |
|--|---|--------------------------------|--------------------------------------|--|---|------------------------------------|--------------------|-----------|----------------------|--|---------------------------------|---|----------------------|---|
| The public reporting burden for this collection of information is estimated to average 110 hours per response, including the time for reviewing instructions, searching existing data sources, gathering and maintaining the data needed, and completing and reviewing the collection of information. Send comments regarding this burden estimate or any other aspect of this collection of information, including suggestions for reducing the burden, to the Department of Defense, Executive Services and Communications Directorate (0704-0188). Respondents should be aware that notwithstanding any other provision of law, no person shall be subject to any penalty for failing to comply with a collection of information if it does not display a currently valid OMB control number. Please do not return your form to the above organization. Send completed form to the Government Issuing Contracting Officer for the Contract/PR No. listed in Block E. | | | | | | | | | | | | | | |
| A. CONTRACT LINE ITEM NO. | | B. EXHIBIT N/A | | C. CATEGORY: TDP _____ TM _____ OTHER <u>Performance Report</u> | | | | | | | | | | |
| D. SYSTEM/ITEM TRICARE Pharmacy Program | | | E. CONTRACT/PR NO. HT940221C0007 | | F. CONTRACTOR Express Scripts, Inc (ESI) | | | | | | | | | |
| 1. DATA ITEM NO. M070 | 2. TITLE OF DATA ITEM MTF CHCS Claims Rejection Summary Report | | | | 3. SUBTITLE Initial | | | | | | | | | |
| 4. AUTHORITY (Data Acquisition Document No.) | | | 5. CONTRACT REFERENCE CTR C.5.3.8 | | 6. REQUIRING OFFICE Pharm Ops | | | | | | | | | |
| 7. DD 250 REQ N/A | 9. DIST STATEMENT REQUIRED | 10. FREQUENCY See Block 16 | | 12. DATE OF FIRST SUBMISSION See Block 16 | | 14. DISTRIBUTION | | | | | | | | |
| 8. APP CODE N/A | D | 11. AS OF DATE See Block 16 | | 13. DATE OF SUBSEQUENT SUBMISSION See Block 16 | | a. ADDRESSEE | | b. COPIES | | | | | | |
| | | | | | | Draft | Final Reg Repro | | | | | | | |
| 16. REMARKS FIRST SUBMISSION Frequency: Monthly Reporting Period Start Date: Start of service delivery Due Date: 10 calendar days after end of reporting period SUBSEQUENT SUBMISSION: CONTINUE FROM FIRST SUBMISSION PHI/PII: No FILE FORMAT: Microsoft Excel CONTENT DETAILS: The Contractor shall provide a monthly summary of the claims initially rejected within the reporting period that were not corrected by the MTF prior to the generation of the D020, for one calendar month. This report shall provide a summary of the findings of the daily report D020. The Government reserves the right to make modifications to the report requirements after the first submission. The report must include, at a minimum, the following: 1. Volume of rejected claims - Breakout by MTF site: ranked by percentage of workload accounted for by rejects. Will also include numerical value of percentage. 2. Number of claims corrected by the MTFs 3. Number of claims corrected by the Contractor 4. Number of claims that were not corrected 5. Tracking of claims volume not corrected by the end of respective month through to their completion The report shall include - Description and intention of report, including the methodology and assumptions utilized to generate the report - Definitions tab - Reporting period - Date report generated | | | | | | FTP Server | | | | | | | | |
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17. PRICE GROUP

18. ESTIMATED
TOTAL PRICE

| CONTRACT DATA REQUIREMENTS LIST (1 Data Item) | | | | | | Form Approved OMB No. 0704-0188 | | | | | | | | | | | |
|---|--|--------------------------------|--------------------------------------|--|---|---|--|--------------|--|-----------|--|---|-------|-------|--|-----|-------|
| <p>The public reporting burden for this collection of information is estimated to average 110 hours per response, including the time for reviewing instructions, searching existing data sources, gathering and maintaining the data needed, and completing and reviewing the collection of information. Send comments regarding this burden estimate or any other aspect of this collection of information, including suggestions for reducing the burden, to the Department of Defense, Executive Services and Communications Directorate (0704-0188). Respondents should be aware that notwithstanding any other provision of law, no person shall be subject to any penalty for failing to comply with a collection of information if it does not display a currently valid OMB control number. Please do not return your form to the above organization. Send completed form to the Government Issuing Contracting Officer for the Contract/PR No. listed in Block E.</p> | | | | | | | | | | | | | | | | | |
| A. CONTRACT LINE ITEM NO. | | B. EXHIBIT N/A | | C. CATEGORY: TDP _____ TM _____ OTHER <u>Performance Report</u> | | | | | | | | | | | | | |
| D. SYSTEM/ITEM TRICARE Pharmacy Program | | | E. CONTRACT/PR NO. HT940221C0007 | | F. CONTRACTOR Express Scripts, Inc (ESI) | | | | | | | | | | | | |
| 1. DATA ITEM NO. M071 | 2. TITLE OF DATA ITEM MTF CHCS Data Integrity Summary Report - High Dose & Invalid Provider | | | | 3. SUBTITLE REV on 03/01/2023 | | | | | | | | | | | | |
| 4. AUTHORITY (Data Acquisition Document No.) | | | 5. CONTRACT REFERENCE CTR C.5.3.8 | | 6. REQUIRING OFFICE Pharm Ops | | | | | | | | | | | | |
| 7. DD 250 REQ N/A | 9. DIST STATEMENT REQUIRED | 10. FREQUENCY See Block 16 | | 12. DATE OF FIRST SUBMISSION See Block 16 | | 14. DISTRIBUTION | | | | | | | | | | | |
| 8. APP CODE N/A | D | 11. AS OF DATE See Block 16 | | 13. DATE OF SUBSEQUENT SUBMISSION See Block 16 | | <table border="1" style="width: 100%; border-collapse: collapse;"> <tr> <th colspan="2">a. ADDRESSEE</th> <th colspan="2">b. COPIES</th> </tr> <tr> <td rowspan="2"></td> <td rowspan="2">Draft</td> <td colspan="2">Final</td> </tr> <tr> <td>Reg</td> <td>Repro</td> </tr> </table> | | a. ADDRESSEE | | b. COPIES | | | Draft | Final | | Reg | Repro |
| a. ADDRESSEE | | b. COPIES | | | | | | | | | | | | | | | |
| | Draft | Final | | | | | | | | | | | | | | | |
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| <p>16. REMARKS</p> <p>FIRST SUBMISSION</p> <p>Frequency: Monthly</p> <p>Reporting Period Start Date: Start of service delivery</p> <p>Due Date: 10 calendar days after end of reporting period</p> <p>SUBSEQUENT SUBMISSION: CONTINUE FROM FIRST SUBMISSION</p> <p>PHI/PII: Yes</p> <p>FILE FORMAT: Microsoft Excel</p> <p>CONTENT DETAILS:</p> <p>The Contractor shall provide a monthly summary report of the paid claims that generated DUR warnings for high dose and invalid provider alerts, for one calendar month, according to date processed. This report shall provide a summary of the findings of the weekly report W020. The Government reserves the right to make modifications to the report requirements after the first submission.</p> <p>The report must include, at a minimum, the following:</p> <p>Summary information:</p> <ul style="list-style-type: none"> - Total number of claims reported (both high dose alerts and invalid provider issues) - How many corrected - How many not yet actioned/reviewed - How many require no correction - Tracking of claims not corrected by the end of respective month through to their completion <p>(additionally for invalid provider issues)</p> <ul style="list-style-type: none"> - Number of unique providers - Number of Rxs affected - Listing of providers who have shown up 3 months in a row <p>Claim level detail – High Dose Alert (2 months of data):</p> <ul style="list-style-type: none"> - Branch of Service - TRICARE Region <p style="text-align: center;">Continued on page 2</p> | | | | | | FTP Server | | | | | | | | | | | |
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| G. PREPARED BY Eric R Parsons | | H. DATE 03/01/2023 | | I. APPROVED BY Henry J Gibbs | | J. DATE 03/01/2023 | | | | | | | | | | | |

17. PRICE GROUP

18. ESTIMATED
TOTAL PRICE

CONTRACT DATA REQUIREMENTS LIST*(1 Data Item)*

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| A. CONTRACT LINE ITEM NO. | B. EXHIBIT N/A | C. CATEGORY: TDP ____ TM ____ OTHER <u>Performance Report</u> |
| D. SYSTEM/ITEM TRICARE Pharmacy Program | E. CONTRACT/PR NO. | F. CONTRACTOR |

16. REMARKS *(Continued)*

- Site MTF
- Pharmacy Name
- Pharmacy NPI
- Date Written
- Date Dispensed
- PDW Rx #
- Drug Name
- Drug Strength
- Drug Dosage Form
- NDC
- Metric Quantity
- Days Supply
- Alert Message
- Status: Correction, no correction needed, pending review

Claim level detail – Invalid Provider Alert:

- Branch of Service
- TRICARE Region
- Site MTF
- Pharmacy Name
- Pharmacy NPI
- Date Written
- Date Dispensed
- PDW Rx #
- Drug Name
- Drug Strength
- Drug Dosage Form
- NDC
- Submitted Provider NPI
- Submitted Provider Name
- Status

The report shall include

- Description and intention of report, including the methodology and assumptions utilized to generate the report
- Definitions tab
- Reporting period
- Date report generated

| CONTRACT DATA REQUIREMENTS LIST (1 Data Item) | | | | | | Form Approved OMB No. 0704-0188 | | | | |
|--|--|--------------------------------|--------------------------------------|--|---------------------------------|---|--|-----------------------|--|--|
| <p>The public reporting burden for this collection of information is estimated to average 110 hours per response, including the time for reviewing instructions, searching existing data sources, gathering and maintaining the data needed, and completing and reviewing the collection of information. Send comments regarding this burden estimate or any other aspect of this collection of information, including suggestions for reducing the burden, to the Department of Defense, Executive Services and Communications Directorate (0704-0188). Respondents should be aware that notwithstanding any other provision of law, no person shall be subject to any penalty for failing to comply with a collection of information if it does not display a currently valid OMB control number. Please do not return your form to the above organization. Send completed form to the Government Issuing Contracting Officer for the Contract/PR No. listed in Block E.</p> | | | | | | | | | | |
| A. CONTRACT LINE ITEM NO. | | B. EXHIBIT N/A | | C. CATEGORY: TDP _____ TM _____ OTHER <u>Performance Report</u> | | | | | | |
| D. SYSTEM/ITEM TRICARE Pharmacy Program | | | E. CONTRACT/PR NO. HT940221C0007 | | | F. CONTRACTOR Express Scripts, Inc (ESI) | | | | |
| 1. DATA ITEM NO. M072 | 2. TITLE OF DATA ITEM MTF CHCS High Cost Claim Summary Report | | | | | 3. SUBTITLE REV on 03/01/2023 | | | | |
| 4. AUTHORITY (Data Acquisition Document No.) | | | 5. CONTRACT REFERENCE CTR C.5.3.8 | | | 6. REQUIRING OFFICE Pharm Ops | | | | |
| 7. DD 250 REQ N/A | 9. DIST STATEMENT REQUIRED | 10. FREQUENCY See Block 16 | | 12. DATE OF FIRST SUBMISSION See Block 16 | | 14. DISTRIBUTION | | | | |
| 8. APP CODE N/A | D | 11. AS OF DATE See Block 16 | | 13. DATE OF SUBSEQUENT SUBMISSION See Block 16 | | a. ADDRESSEE | | b. COPIES | | |
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| <p>16. REMARKS</p> <p>FIRST SUBMISSION</p> <p>Frequency: Monthly</p> <p>Reporting Period Start Date: Start of service delivery</p> <p>Due Date: 10 calendar days after end of reporting period</p> <p>SUBSEQUENT SUBMISSION: CONTINUE FROM FIRST SUBMISSION</p> <p>PHI/PII: Yes</p> <p>FILE FORMAT: Microsoft Excel</p> <p>CONTENT DETAILS:</p> <p>The Contractor shall provide a monthly summary of the MTF claims exceeding a cost threshold established by the Government, currently \$2,000, for one calendar month, according to date processed. This report shall provide a summary of the findings of the weekly report W021. The Government reserves the right to make modifications to the report requirements after the first submission.</p> <p>The report must include, at a minimum, the following:</p> <p>1) Summary Page: shows the total number of claims identified and their associated cost, pre- and post-correction, with breakout to include at a minimum:</p> <ul style="list-style-type: none"> o Count of all claims corrected by MTF o Count of all claims corrected by Contractor o Count of all claims not requiring correction o Count of all claims requiring correction but not corrected <p>Tracking of claims requiring correction but not corrected by the end of respective month through to their completion</p> <ul style="list-style-type: none"> o Original Ingredient Cost o Change Amount (indicate +/-) o Final Ingredient Cost <p>2) No Response Page: list of transactions that have not been corrected and their total cost</p> <p style="text-align: center;">Continued on page 2</p> | | | | | | FTP Server | | | | |
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| G. PREPARED BY Eric R Parsons | | | H. DATE 03/01/2023 | | I. APPROVED BY Henry J Gibbs | | | J. DATE 03/01/2023 | | |

17. PRICE GROUP

18. ESTIMATED
TOTAL PRICE

CONTRACT DATA REQUIREMENTS LIST*(1 Data Item)*

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| A. CONTRACT LINE ITEM NO. | B. EXHIBIT N/A | C. CATEGORY: TDP ____ TM ____ OTHER <u>Performance Report</u> |
| D. SYSTEM/ITEM TRICARE Pharmacy Program | E. CONTRACT/PR NO. | F. CONTRACTOR |

16. REMARKS *(Continued)*

3) By Branch of Service Page: pivot table which gives the summary of actions by individual site MTF

4) Raw Data: Data set from which the reports were compiled

Raw Data fields include, at a minimum, the following:

Date Dispensed
 PDW RX Number
 Branch of Service
 TRICARE Region
 Site MTF
 Pharmacy Name
 Pharmacy NPI
 Total Submitted Amount Due
 Requires Correction (Y/N)
 Corrected (Y/N)
 Original Ingredient Cost
 Change Amount (indicate +/-)
 Final Ingredient Cost

The report shall include

- Descriptions and intention of report, including the methodology and assumptions utilized to generate the report
- Definitions tab
- Reporting period
- Date report generated

| CONTRACT DATA REQUIREMENTS LIST (1 Data Item) | | | | | | Form Approved OMB No. 0704-0188 | | | | | |
|--|--|--------------------------------|-------------------------------------|--|---|------------------------------------|----------------------|--|-------|--|--|
| The public reporting burden for this collection of information is estimated to average 110 hours per response, including the time for reviewing instructions, searching existing data sources, gathering and maintaining the data needed, and completing and reviewing the collection of information. Send comments regarding this burden estimate or any other aspect of this collection of information, including suggestions for reducing the burden, to the Department of Defense, Executive Services and Communications Directorate (0704-0188). Respondents should be aware that notwithstanding any other provision of law, no person shall be subject to any penalty for failing to comply with a collection of information if it does not display a currently valid OMB control number. Please do not return your form to the above organization. Send completed form to the Government Issuing Contracting Officer for the Contract/PR No. listed in Block E. | | | | | | | | | | | |
| A. CONTRACT LINE ITEM NO. | | B. EXHIBIT | | C. CATEGORY: TDP _____ TM _____ OTHER _____ | | | | | | | |
| D. SYSTEM/ITEM TRICARE Pharmacy Program | | | E. CONTRACT/PR NO. HT940221C0007 | | F. CONTRACTOR Express Scripts, Inc (ESI) | | | | | | |
| 1. DATA ITEM NO. M080 | 2. TITLE OF DATA ITEM HIPAA Privacy Disclosure Report | | | | 3. SUBTITLE Initial | | | | | | |
| 4. AUTHORITY (Data Acquisition Document No.) | | | 5. CONTRACT REFERENCE TOM C19 S3 | | 6. REQUIRING OFFICE Privacy Office | | | | | | |
| 7. DD 250 REQ N/A | 9. DIST STATEMENT REQUIRED D | 10. FREQUENCY See Block 16 | | 12. DATE OF FIRST SUBMISSION See Block 16 | | 14. DISTRIBUTION | | | | | |
| 8. APP CODE N/A | | 11. AS OF DATE See Block 16 | | 13. DATE OF SUBSEQUENT SUBMISSION See Block 16 | | a. ADDRESSEE | | | | | |
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| 16. REMARKS FIRST SUBMISSION: Frequency: Monthly Reporting Period Start Date: Start of service delivery Due Date: 10 calendar days after end of reporting period SUBSEQUENT SUBMISSION: CONTINUE FROM FIRST SUBMISSION PHI/PII: Yes FILE FORMAT: Microsoft Excel CONTENT DETAILS: The first report covers the entire period from the dates services began, to include the contract phase-in period. The subsequent reports cover complaints received in the previous month. For each complaint received, provide: --Beneficiary's name; --Nature of the complaint; --Steps taken by the Contractor to resolve the complaint; --Date of the initial complaint; --Date of expected resolution; --Date complaint resolved. In addition to the current reporting period, the report shall include the above data for all prior months within the current option period. | | | | | | Submit through the | | | | | |
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| G. PREPARED BY Joseph E Davidge | | | H. DATE 4/19/2021 | | I. APPROVED BY Henry J Gibbs | | J. DATE 4/19/2021 | | | | |

17. PRICE GROUP

18. ESTIMATED
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| CONTRACT DATA REQUIREMENTS LIST (1 Data Item) | | | | | | Form Approved OMB No. 0704-0188 | | | | | | | | |
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| A. CONTRACT LINE ITEM NO. | | B. EXHIBIT | | C. CATEGORY: TDP _____ TM _____ OTHER _____ | | | | | | | | | | |
| D. SYSTEM/ITEM TRICARE Pharmacy Program | | | E. CONTRACT/PR NO. HT940221C0007 | | F. CONTRACTOR Express Scripts, Inc (ESI) | | | | | | | | | |
| 1. DATA ITEM NO. M090 | 2. TITLE OF DATA ITEM Pharmacy Claims Audit Report | | | | 3. SUBTITLE Initial | | | | | | | | | |
| 4. AUTHORITY (Data Acquisition Document No.) N/A | | | 5. CONTRACT REFERENCE CTR C.10.2.3 | | 6. REQUIRING OFFICE Pharm Ops | | | | | | | | | |
| 7. DD 250 REQ N/A | 9. DIST STATEMENT REQUIRED D | 10. FREQUENCY See Block 16 | | 12. DATE OF FIRST SUBMISSION See Block 16 | | 14. DISTRIBUTION | | | | | | | | |
| 8. APP CODE N/A | | 11. AS OF DATE See Block 16 | | 13. DATE OF SUBSEQUENT SUBMISSION See Block 16 | | a. ADDRESSEE | | b. COPIES | | | | | | |
| 16. REMARKS FIRST SUBMISSION: Frequency: Monthly Reporting Period Start Date: Start of service delivery Due Date: 15 calendar days after end of reporting period SUBSEQUENT SUBMISSION: CONTINUE FROM FIRST SUBMISSION PHI/PII: No FILE FORMAT: Microsoft Excel CONTENT DETAIL: The Contractor will submit a monthly report showing audit findings, status of all claims in research, outcomes of completed research, and status of offsets or recoupments This report shall include all retail and TMOP claims. The Contractor shall provide a monthly summary of the Pharmacy Claims Audit Activity. Exclude claims audited from the Retail Refund Dispute report (M340). | | | | | | Draft | | Final | | | | | | |
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| | | | | | | G. PREPARED BY Teisha A Robertson | | | H. DATE 4/19/2021 | | I. APPROVED BY Henry J Gibbs | | J. DATE 4/19/2021 | |

17. PRICE GROUP

18. ESTIMATED
TOTAL PRICE

| CONTRACT DATA REQUIREMENTS LIST (1 Data Item) | | | | | | Form Approved OMB No. 0704-0188 | | | | | | | | |
|---|---|--------------------------------|--------------------------------------|--|---|--|--------------------|-----------|----------------------|--|---------------------------------|---|----------------------|---|
| The public reporting burden for this collection of information is estimated to average 110 hours per response, including the time for reviewing instructions, searching existing data sources, gathering and maintaining the data needed, and completing and reviewing the collection of information. Send comments regarding this burden estimate or any other aspect of this collection of information, including suggestions for reducing the burden, to the Department of Defense, Executive Services and Communications Directorate (0704-0188). Respondents should be aware that notwithstanding any other provision of law, no person shall be subject to any penalty for failing to comply with a collection of information if it does not display a currently valid OMB control number. Please do not return your form to the above organization. Send completed form to the Government Issuing Contracting Officer for the Contract/PR No. listed in Block E. | | | | | | | | | | | | | | |
| A. CONTRACT LINE ITEM NO. | | B. EXHIBIT N/A | | C. CATEGORY: TDP _____ TM _____ OTHER <u>Performance Report</u> | | | | | | | | | | |
| D. SYSTEM/ITEM TRICARE Pharmacy Program | | | E. CONTRACT/PR NO. HT940221C0007 | | F. CONTRACTOR Express Scripts, Inc (ESI) | | | | | | | | | |
| 1. DATA ITEM NO. M100 | 2. TITLE OF DATA ITEM Deployment Prescription Program Report | | | | 3. SUBTITLE Initial | | | | | | | | | |
| 4. AUTHORITY (Data Acquisition Document No.) | | | 5. CONTRACT REFERENCE CTR C.6.7.2 | | 6. REQUIRING OFFICE Pharm Ops | | | | | | | | | |
| 7. DD 250 REQ N/A | 9. DIST STATEMENT REQUIRED | 10. FREQUENCY See Block 16 | | 12. DATE OF FIRST SUBMISSION See Block 16 | | 14. DISTRIBUTION | | | | | | | | |
| 8. APP CODE N/A | D | 11. AS OF DATE See Block 16 | | 13. DATE OF SUBSEQUENT SUBMISSION See Block 16 | | a. ADDRESSEE | | b. COPIES | | | | | | |
| | | | | | | Draft | Final Reg Repro | | | | | | | |
| 16. REMARKS FIRST SUBMISSION Frequency: Monthly Reporting Period Start Date: Start of service delivery Due Date: 10 calendar days after end of reporting period SUBSEQUENT SUBMISSION: CONTINUE FROM FIRST SUBMISSION PHI/PII: No FILE FORMAT: Microsoft Excel CONTENT DETAILS: Report shall be submitted monthly to assess prescription processing performance for deployed service members. The report shall provide the following information for the previous calendar month, as well as all prior months within the current option period, and shall be able to be filtered by beneficiary category (e.g., ADSM, eligible CIV or CTR) and by origin of prescriptions (e.g., Theater, Pre-Deployment Center): - Deployed Prescriptions Received: Total DPP prescriptions received by month with breakout by o Prescriptions Pended o Prescriptions Shipped o Prescriptions Returned o Prescriptions Pending Clarification o Prescriptions for Controlled Substances (CV-CII) o Prescriptions with Waivers against Command Region Restrictions - Total Pended Prescriptions o Prescriptions with Available Refills o Prescriptions Released from Pending & Shipped o Prescriptions Expired Since Prior Month - Total Returned Prescriptions o Reason for return (by common categories) <div style="text-align: right;">Continued on page 2</div> | | | | | | Submit through the DHA e-Commerce Extranet. (Per TOM C14) | | | | | | | | |
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| | | | | | | G. PREPARED BY Fakhrudin A Valibhai | | | H. DATE 4/19/2021 | | I. APPROVED BY Henry J Gibbs | | J. DATE 4/19/2021 | |

17. PRICE GROUP

18. ESTIMATED
TOTAL PRICE

CONTRACT DATA REQUIREMENTS LIST*(1 Data Item)*

| | | |
|--|--------------------|--|
| A. CONTRACT LINE ITEM NO. | B. EXHIBIT N/A | C. CATEGORY: TDP ____ TM ____ OTHER <u>Performance Report</u> |
| D. SYSTEM/ITEM TRICARE Pharmacy Program | E. CONTRACT/PR NO. | F. CONTRACTOR |

16. REMARKS *(Continued)*

- Beneficiary Inquiry
 - o Reason for contact (e.g., order status, profile update)
- Status Notifications – Categorized by phone and email
 - o Processing Delay
- Number of CII prescriptions impacted
 - o Prescription Order Processed
 - o Refill Available for Pended Prescription
 - o Prescription Dispensed
 - o Email Notifications with Invalid Email Address
 - o Telephonic Notifications with Invalid Phone Number

The report shall include

- Descriptions and intention of report, including the methodology and assumptions utilized to generate the report
- Definitions tab
- Reporting period
- Date report generated

| CONTRACT DATA REQUIREMENTS LIST (1 Data Item) | | | | | | Form Approved OMB No. 0704-0188 | | | | | | | | | |
|---|--|---------------------------------------|---|--|--|---|--|------------------------------|-----------|--|-------|------------------------------|--|-----|-------|
| The public reporting burden for this collection of information is estimated to average 110 hours per response, including the time for reviewing instructions, searching existing data sources, gathering and maintaining the data needed, and completing and reviewing the collection of information. Send comments regarding this burden estimate or any other aspect of this collection of information, including suggestions for reducing the burden, to the Department of Defense, Executive Services and Communications Directorate (0704-0188). Respondents should be aware that notwithstanding any other provision of law, no person shall be subject to any penalty for failing to comply with a collection of information if it does not display a currently valid OMB control number. Please do not return your form to the above organization. Send completed form to the Government Issuing Contracting Officer for the Contract/PR No. listed in Block E. | | | | | | | | | | | | | | | |
| A. CONTRACT LINE ITEM NO. | | B. EXHIBIT N/A | | C. CATEGORY: Reconciliation Report TDP _____ TM _____ OTHER _____ | | | | | | | | | | | |
| D. SYSTEM/ITEM TRICARE Pharmacy Program | | | E. CONTRACT/PR NO. HT940221C0007 | | F. CONTRACTOR Express Scripts, Inc (ESI) | | | | | | | | | | |
| 1. DATA ITEM NO. M110 | 2. TITLE OF DATA ITEM Replenishment Reconciliation Report - Claims | | | | 3. SUBTITLE REV on 12/21/2021 | | | | | | | | | | |
| 4. AUTHORITY (Data Acquisition Document No.) N/A | | | 5. CONTRACT REFERENCE CTR C.6.8.7 | | 6. REQUIRING OFFICE Pharm Ops | | | | | | | | | | |
| 7. DD 250 REQ N/A | 9. DIST STATEMENT REQUIRED D | 10. FREQUENCY See Block 16 | | 12. DATE OF FIRST SUBMISSION See Block 16 | | 14. DISTRIBUTION | | | | | | | | | |
| 8. APP CODE N/A | | 11. AS OF DATE See Block 16 | | 13. DATE OF SUBSEQUENT SUBMISSION See Block 16 | | <table border="1" style="width: 100%; border-collapse: collapse;"> <tr> <td rowspan="2" style="width: 50%; text-align: center;">a. ADDRESSEE</td> <td colspan="2" style="text-align: center;">b. COPIES</td> </tr> <tr> <td style="width: 25%; text-align: center;">Draft</td> <td style="width: 25%; text-align: center;">Final</td> </tr> <tr> <td></td> <td style="text-align: center;">Reg</td> <td style="text-align: center;">Repro</td> </tr> </table> | | a. ADDRESSEE | b. COPIES | | Draft | Final | | Reg | Repro |
| a. ADDRESSEE | b. COPIES | | | | | | | | | | | | | | |
| | Draft | Final | | | | | | | | | | | | | |
| | Reg | Repro | | | | | | | | | | | | | |
| 16. REMARKS FIRST SUBMISSION: Frequency: Monthly Reporting Period Start Date: Start of service delivery Due Date: 30 calendar days after end of reporting period SUBSEQUENT SUBMISSION: CONTINUE FROM FIRST SUBMISSION PHI/PII: No FILE FORMAT: Mutually agreeable format with the Government CONTENT DETAILS: The Contractor shall submit auditable reconciliation data files which account for: - All dispensed and returned product as reported on TED records for replenished TMOP or Specialty prescriptions - All product ordered from the National Prime Vendor but not yet received - All product received from the National Prime Vendor to include Purchase Order number and date - Date receipt acknowledgment was submitted to DLA (TS) - Unreplenished balance - All products reimbursed from the Contractor commercial inventory. This reporting shall include a claim-level data file (M110) and an NDC-level data file (M111). Claims Level Report shall include, at minimum, the following information: - Reporting period - 11 digit NDC for the dispensed medication - Medication Description (brand or generic name, strength, dosage form, route) - Claim identifiers (prescription number and authorization number) - Refill number - Transaction date - Date dispensed - Ship date - Dispensed quantity - Adjustment quantity - GCN and GCN sequence number <div style="text-align: right;">Continued on page 2</div> | | | | | FTP Server | | | | | | | | | | |
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| | | | | | G. PREPARED BY Fakhrudin A Valibhai | | | H. DATE 12/21/2021 | | I. APPROVED BY Henry J Gibbs | | J. DATE 12/21/2021 | | | |

17. PRICE GROUP

18. ESTIMATED
TOTAL PRICE

CONTRACT DATA REQUIREMENTS LIST*(1 Data Item)*

| | | |
|--|--------------------|--|
| A. CONTRACT LINE ITEM NO. | B. EXHIBIT | C. CATEGORY: TDP _____ TM _____ OTHER _____ |
| D. SYSTEM/ITEM TRICARE Pharmacy Program | E. CONTRACT/PR NO. | F. CONTRACTOR |

16. REMARKS *(Continued)*

The Contractor shall provide written notice to the COR when the report has been placed on the Government-specified secure web site.

The report shall include

- Description and intention of report, including the methodology and assumptions utilized to generate the report
- Definitions tab
- Reporting period
- Date report generated

| CONTRACT DATA REQUIREMENTS LIST (1 Data Item) | | | | | | Form Approved OMB No. 0704-0188 | | | | | |
|---|--|--------------------------------|---|---|---|------------------------------------|-----------------------|---|---------------------------------|---|-----------------------|
| The public reporting burden for this collection of information is estimated to average 110 hours per response, including the time for reviewing instructions, searching existing data sources, gathering and maintaining the data needed, and completing and reviewing the collection of information. Send comments regarding this burden estimate or any other aspect of this collection of information, including suggestions for reducing the burden, to the Department of Defense, Executive Services and Communications Directorate (0704-0188). Respondents should be aware that notwithstanding any other provision of law, no person shall be subject to any penalty for failing to comply with a collection of information if it does not display a currently valid OMB control number. Please do not return your form to the above organization. Send completed form to the Government Issuing Contracting Officer for the Contract/PR No. listed in Block E. | | | | | | | | | | | |
| A. CONTRACT LINE ITEM NO. | | B. EXHIBIT N/A | | C. CATEGORY: Reconciliation Report TDP _____ TM _____ OTHER _____ | | | | | | | |
| D. SYSTEM/ITEM TRICARE Pharmacy Program | | | E. CONTRACT/PR NO. HT940221C0007 | | F. CONTRACTOR Express Scripts, Inc (ESI) | | | | | | |
| 1. DATA ITEM NO. M111 | 2. TITLE OF DATA ITEM Pharmacy Replenishment Reconciliation Report- NDC Level | | | | 3. SUBTITLE REV on 12/21/2021 | | | | | | |
| 4. AUTHORITY (Data Acquisition Document No.) N/A | | | 5. CONTRACT REFERENCE CTR C.6.8.7 | | 6. REQUIRING OFFICE Pharm Ops | | | | | | |
| 7. DD 250 REQ N/A | 9. DIST STATEMENT REQUIRED D | 10. FREQUENCY See Block 16 | 12. DATE OF FIRST SUBMISSION See Block 16 | 14. DISTRIBUTION | | | | | | | |
| 8. APP CODE N/A | | 11. AS OF DATE See Block 16 | 13. DATE OF SUBSEQUENT SUBMISSION See Block 16 | a. ADDRESSEE | | b. COPIES | | | | | |
| | | | | Draft | | Final | | | | | |
| | | | | | | Reg Repro | | | | | |
| 16. REMARKS FIRST SUBMISSION: Frequency: Monthly Reporting Period Start Date: Start of service delivery Due Date: 30 calendar days after end of reporting period SUBSEQUENT SUBMISSION: CONTINUE FROM FIRST SUBMISSION PHI/PII: No FILE FORMAT: Mutually agreeable format with the Government CONTENT DETAILS: The Contractor shall submit auditable reconciliation data files which account for: - All dispensed and returned product as reported on TED records for replenished TMOP or Specialty prescriptions - All product ordered from the National Prime Vendor but not yet received - All product received from the National Prime Vendor to include Purchase Order number and date - Date receipt acknowledgment was submitted to DLA (TS) - Unreplenished balance - All products reimbursed from the Contractor commercial inventory. This reporting shall include a claim-level data file (M110) and an NDC-level data file (M111). NDC Level Report shall include, at minimum, the following information: Dispensing - 11 digit NDC for the dispensed medication - Medication Description (Brand or generic name and strength, dosage form, route) - Beginning balance: Beginning Inventory is equal to the replenishment due on the first day of the month. - Dispensed quantity: Quantity dispensed equals all shipped scripts and any adjustments to current month scripts. - Dispensed adjustment quantity: Dispensed Adjustments are any adjustments made within the current month that pertain to prior months' scripts. Continued on page 2 | | | | FTP Server | | | | | | | |
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| | | | | G. PREPARED BY Fakhrudin A Valibhai | | | H. DATE 12/21/2021 | | I. APPROVED BY Henry J Gibbs | | J. DATE 12/21/2021 |

17. PRICE GROUP

18. ESTIMATED
TOTAL PRICE

CONTRACT DATA REQUIREMENTS LIST

(1 Data Item)

| | | |
|--|------------|--|
| A. CONTRACT LINE ITEM NO. | B. EXHIBIT | C. CATEGORY: TDP _____ TM _____ OTHER _____ |
| D. SYSTEM/ITEM TRICARE Pharmacy Program | | F. CONTRACTOR |

16. REMARKS (Continued)

- Bottle Size Transfer Adjustments: Replenishment due transferred due to a bottle size change, transferred from old bottle size to new bottle size, with a net impact of \$0.00.
- Quantity replenished: Quantity replenished equals all received drugs from Prime Vendor
- Replenished Adjustments: Replenished Adjustments are any adjustments made within the current month that pertain to prior months' receipts.
- Replenishment Due End Balance (quantity): Ending quantity balance is equal to the replenishment due at the end of business on the last day of the month. If this is negative, a credit is due to the Government.
- Quantity Ordered: Quantity Ordered from the Prime Vendor
- Quantity on Order, not Received: Quantity on order from Prime Vendor, but not received
- Estimated Price of Replenishment Due End Balance: Ending Balance (replenishment due) in Estimated medical pricing catalog dollars. If this is negative, a credit is due to the Government.
- Package Flag: Package Flag, Y = drug is dispensed as a unit pack (e.g., birth control, creams, lotions, etc.) or a compound, N = individual units dispensed.
- Package Size: Provide total package size for drug with a Package Flag = Y
- GCN and GCN Sequence Number

Reimbursement

- 11 digit NDC for the reimbursed medication
- Medication Description (Brand or generic name and strength, dosage form, route)
- Purchase Order Number
- Purchase Order Date
- Date Received
- GCN and GCN Sequence Number
- Quantity Ordered
- Quantity Dispensed
- Quantity Yet to be Dispensed

NPV Purchasing

- 11 digit NDC for the replenished medication
- Medication Description (Brand or generic name and strength, dosage form, route)
- Purchase Order Number
- Purchase Order Date
- Date Receipt Submitted to DLA
- GCN and GCN Sequence Number
- Quantity Ordered
- Quantity Received

| CONTRACT DATA REQUIREMENTS LIST (1 Data Item) | | | | | | Form Approved OMB No. 0704-0188 | | | | | | | | |
|--|--|--------------------------------|--------------------------------------|--|---|--|--------------------|-----------|----------------------|--|---------------------------------|---|----------------------|---|
| The public reporting burden for this collection of information is estimated to average 110 hours per response, including the time for reviewing instructions, searching existing data sources, gathering and maintaining the data needed, and completing and reviewing the collection of information. Send comments regarding this burden estimate or any other aspect of this collection of information, including suggestions for reducing the burden, to the Department of Defense, Executive Services and Communications Directorate (0704-0188). Respondents should be aware that notwithstanding any other provision of law, no person shall be subject to any penalty for failing to comply with a collection of information if it does not display a currently valid OMB control number. Please do not return your form to the above organization. Send completed form to the Government Issuing Contracting Officer for the Contract/PR No. listed in Block E. | | | | | | | | | | | | | | |
| A. CONTRACT LINE ITEM NO. | | B. EXHIBIT Attachment A | | C. CATEGORY: TDP _____ TM _____ OTHER <u>Performance Report</u> | | | | | | | | | | |
| D. SYSTEM/ITEM TRICARE Pharmacy Program | | | E. CONTRACT/PR NO. HT940221C0007 | | F. CONTRACTOR Express Scripts, Inc (ESI) | | | | | | | | | |
| 1. DATA ITEM NO. M120 | 2. TITLE OF DATA ITEM Expanded Use of MTF and TMOP Summary Report | | | | 3. SUBTITLE Initial | | | | | | | | | |
| 4. AUTHORITY (Data Acquisition Document No.) | | | 5. CONTRACT REFERENCE CTR C.6.6.1 | | 6. REQUIRING OFFICE Pharm Ops | | | | | | | | | |
| 7. DD 250 REQ N/A | 9. DIST STATEMENT REQUIRED | 10. FREQUENCY See Block 16 | | 12. DATE OF FIRST SUBMISSION See Block 16 | | 14. DISTRIBUTION | | | | | | | | |
| 8. APP CODE N/A | D | 11. AS OF DATE See Block 16 | | 13. DATE OF SUBSEQUENT SUBMISSION See Block 16 | | a. ADDRESSEE | | b. COPIES | | | | | | |
| | | | | | | Draft | Final Reg Repro | | | | | | | |
| 16. REMARKS FIRST SUBMISSION: Frequency: Monthly Reporting Period Start Date: Start of service delivery Due Date: 15 calendar days after end of reporting period SUBSEQUENT SUBMISSION: CONTINUE FROM FIRST SUBMISSION PHI/PII: No FILE FORMAT: Microsoft Excel CONTENT DETAILS: The Expanded Use of MTF and TMOP Summary Report shall be submitted for assessment of the Contractor's performance indicators on the Expanded Use of MTF and TMOP program. The report shall have the ability to delineate beneficiaries over and under 65 years of age and include the following: Summary report (Expansion to date): • Total targeted initial Rx's • Total Rx's filled under this program (includes refills) • Total beneficiaries included in the program. • Total non-targeted initial RXs moved (in addition to a targeted Rx) by beneficiaries in the program by PoS (Mail or MTF) • Total non-targeted RXs filled (include refills and in addition to targeted Rx) by beneficiaries in the program by PoS • Total number of beneficiaries who moved a non-targeted Rx (in addition to a targeted Rx) by PoS Monthly data: • Number of Rx's targeted under this program • Number of initial Rx's filled under this program (break out by PoS) • Number of Rx's filled under this program (break out by PoS) • Number of unique beneficiaries who filled in the program by PoS • Number of beneficiaries receiving their medication at retail through an override or PA • Number of retail fills subject to 100% cost share o Number of prescriptions filled (dispensed) <div style="text-align: center;">Continued on page 2</div> | | | | | | Submit through the | | | | | | | | |
| | | | | | | DHA e-Commerce | | | | | | | | |
| | | | | | | Extranet. | | | | | | | | |
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| | | | | | | 15. TOTAL | | | | | | 0 | 0 | 0 |
| | | | | | | G. PREPARED BY Fakhrudin A Valibhai | | | H. DATE 4/19/2021 | | I. APPROVED BY Henry J Gibbs | | J. DATE 4/19/2021 | |

17. PRICE GROUP

18. ESTIMATED
TOTAL PRICE

CONTRACT DATA REQUIREMENTS LIST

(1 Data Item)

| | | |
|--|----------------------------|--|
| A. CONTRACT LINE ITEM NO. | B. EXHIBIT Attachment A | C. CATEGORY: TDP ____ TM ____ OTHER <u>Performance Report</u> |
| D. SYSTEM/ITEM TRICARE Pharmacy Program | E. CONTRACT/PR NO. | F. CONTRACTOR |

16. REMARKS (Continued)

- o % filled
- o Number of prescriptions reversed
- o % reversed

- Number of non-targeted initial Rx's moved (in addition to a targeted Rx) by beneficiaries in the program by PoS (Mail or MTF)
- Number of non-targeted Rx's filled (include refills and in addition to a targeted Rx) by beneficiaries in the program by PoS
- Number of beneficiaries who moved a non-targeted Rx (in addition to a targeted Rx) by PoS
- Number of targeted drug conversions initiated and successfully completed
- Number of retail fills subject to 100% cost share, further broken down by Filled and Reversed
- Number of beneficiaries who did not have a subsequent fill at mail, MTF or retail after being required to pay full cost for their medication

Total cost savings:

- MTF Savings Out of Scope

• Total cost savings:

Ingredient cost difference per drug between Retail & Mail (Includes Government-provided percentage refund savings on brand drugs at Retail)

+ Administrative fee difference between Retail & Mail

+ Dispensing fee difference between Retail & Mail

- Member cost share difference between Retail & Mail.

- Cost savings to be separated by targeted medications and non-targeted medications, separated by brand and generic.
- All estimates should be normalized to a 90-day supply

Administrative Overrides:

- Number of administrative overrides granted to fill a prescription at a retail network pharmacy
 - o 65 and over
 - o Under 65
- Criteria provided for the administrative override

Definitions Tab

In addition to the current reporting period, the report shall include the above data for all prior months within the current option period.

| | May-19 | Jun-19 | Jul-19 | Aug-19 | Sep-19 | Oct-19 |
|---|--------|--------|--------|--------|--------|--------|
| Rxs targeted | | | | | | |
| Initial Rxs filled under this program | | | | | | |
| <i>Mail Order</i> | | | | | | |
| <i>MTF</i> | | | | | | |
| Rxs filled under this program | | | | | | |
| <i>Mail Order</i> | | | | | | |
| <i>MTF</i> | | | | | | |
| Unique Beneficiaries who filled under this program | | | | | | |
| <i>Mail Order</i> | | | | | | |
| <i>MTF</i> | | | | | | |
| Beneficiaries receiving medications at retail through override or PA | | | | | | |
| Retail fills subject to 100% cost share | | | | | | |
| <i>prescriptions filled (dispensed)</i> | | | | | | |
| <i>% filled</i> | | | | | | |
| <i>prescriptions reversed</i> | | | | | | |
| <i>% reversed</i> | | | | | | |
| Non-targeted initial Rxs moved (in addition to a targeted Rx) | | | | | | |
| <i>Mail Order</i> | | | | | | |
| <i>MTF</i> | | | | | | |
| Non-targeted Rxs filled (include refills and in addition to a targeted Rx) | | | | | | |
| <i>Mail Order</i> | | | | | | |
| <i>MTF</i> | | | | | | |
| Beneficiaries who moved a non-targeted Rx (in addition to a targeted Rx) | | | | | | |
| <i>Mail Order</i> | | | | | | |
| <i>MTF</i> | | | | | | |
| Targeted drug conversions initiated and successfully completed through the MCC | | | | | | |
| Retail fills subject to 100% cost share | | | | | | |
| <i>Filled</i> | | | | | | |
| <i>Reversed</i> | | | | | | |
| Beneficiaries who did not have a subsequent fill at mail, MTF or retail after being required to pay full cost for their medication | | | | | | |
| Total Cost Savings | | | | | | |
| Targeted | | | | | | |

| | |
|---------------------|----------------|
| | <i>Brand</i> |
| | <i>Generic</i> |
| Non-Targeted | |
| | <i>Brand</i> |
| | <i>Generic</i> |

Nov-19 Dec-19 Jan-20 Feb-20 Mar-20 Apr-20

| | May-19 | Jun-19 | Jul-19 | Aug-19 | Sep-19 | Oct-19 |
|---|--------|--------|--------|--------|--------|--------|
| Rxs targeted | | | | | | |
| Initial Rxs filled under this program | | | | | | |
| <i>Mail Order</i> | | | | | | |
| <i>MTF</i> | | | | | | |
| Rxs filled under this program | | | | | | |
| <i>Mail Order</i> | | | | | | |
| <i>MTF</i> | | | | | | |
| Unique Beneficiaries who filled under this program | | | | | | |
| <i>Mail Order</i> | | | | | | |
| <i>MTF</i> | | | | | | |
| Beneficiaries receiving medications at retail through override or PA | | | | | | |
| Retail fills subject to 100% cost share | | | | | | |
| <i>prescriptions filled (dispensed)</i> | | | | | | |
| <i>% filled</i> | | | | | | |
| <i>prescriptions reversed</i> | | | | | | |
| <i>% reversed</i> | | | | | | |
| Non-targeted initial Rxs moved (in addition to a targeted Rx) | | | | | | |
| <i>Mail Order</i> | | | | | | |
| <i>MTF</i> | | | | | | |
| Non-targeted Rxs filled (include refills and in addition to a targeted Rx) | | | | | | |
| <i>Mail Order</i> | | | | | | |
| <i>MTF</i> | | | | | | |
| Beneficiaries who moved a non-targeted Rx (in addition to a targeted Rx) | | | | | | |
| <i>Mail Order</i> | | | | | | |
| <i>MTF</i> | | | | | | |
| Targeted drug conversions initiated and successfully completed through the MCC | | | | | | |
| Retail fills subject to 100% cost share | | | | | | |
| <i>Filled</i> | | | | | | |
| <i>Reversed</i> | | | | | | |
| Beneficiaries who did not have a subsequent fill at mail, MTF or retail after being required to pay full cost for their medication | | | | | | |
| Total Cost Savings | | | | | | |
| Targeted | | | | | | |

| | |
|---------------------|----------------|
| | <i>Brand</i> |
| | <i>Generic</i> |
| Non-Targeted | |
| | <i>Brand</i> |
| | <i>Generic</i> |

Nov-19 Dec-19 Jan-20 Feb-20 Mar-20 Apr-20

| | May-19 | Jun-19 | Jul-19 | Aug-19 | Sep-19 |
|--|--------|--------|--------|--------|--------|
| Administrative Overrides Completed | | | | | |
| <i>Under 65</i> | | | | | |
| <i>65+</i> | | | | | |
| Criteria Provided for Administrative Override | | | | | |
| <i>(list of criteria)</i> | | | | | |

Oct-19 Nov-19 Dec-19 Jan-20 Feb-20 Mar-20 Apr-20

| CONTRACT DATA REQUIREMENTS LIST <i>(1 Data Item)</i> | | | | | | <i>Form Approved OMB No. 0704-0188</i> | | | | | | | | |
|--|--|---------------------------------------|--|--|--|--|--|------------------|-----------------------------|--|--|---|-----------------------------|---|
| The public reporting burden for this collection of information is estimated to average 110 hours per response, including the time for reviewing instructions, searching existing data sources, gathering and maintaining the data needed, and completing and reviewing the collection of information. Send comments regarding this burden estimate or any other aspect of this collection of information, including suggestions for reducing the burden, to the Department of Defense, Executive Services and Communications Directorate (0704-0188). Respondents should be aware that notwithstanding any other provision of law, no person shall be subject to any penalty for failing to comply with a collection of information if it does not display a currently valid OMB control number. Please do not return your form to the above organization. Send completed form to the Government Issuing Contracting Officer for the Contract/PR No. listed in Block E. | | | | | | | | | | | | | | |
| A. CONTRACT LINE ITEM NO. | | B. EXHIBIT Exhibit A | | C. CATEGORY: TDP _____ TM _____ OTHER Performance Report | | | | | | | | | | |
| D. SYSTEM/ITEM TRICARE Pharmacy Program | | | E. CONTRACT/PR NO. HT940221C0007 | | F. CONTRACTOR Express Scripts, Inc (ESI) | | | | | | | | | |
| 1. DATA ITEM NO. M130 | 2. TITLE OF DATA ITEM Auto Refill Dashboard Report | | | | 3. SUBTITLE Initial | | | | | | | | | |
| 4. AUTHORITY <i>(Data Acquisition Document No.)</i> | | | 5. CONTRACT REFERENCE CTR C.6.1.23.7 | | | 6. REQUIRING OFFICE Pharm Ops | | | | | | | | |
| 7. DD 250 REQ N/A | 9. DIST STATEMENT REQUIRED | 10. FREQUENCY See Block 16 | | 12. DATE OF FIRST SUBMISSION See Block 16 | | 14. DISTRIBUTION | | | | | | | | |
| 8. APP CODE N/A | D | 11. AS OF DATE See Block 16 | | 13. DATE OF SUBSEQUENT SUBMISSION See Block 16 | | a. ADDRESSEE | | b. COPIES | | | | | | |
| | | | | | | Draft | | Final | | | | | | |
| | | | | | | Reg | | Repro | | | | | | |
| 16. REMARKS FIRST SUBMISSION: Frequency: Monthly (The COR may direct weekly submissions anytime the Government feels closer monitoring of the Contractor's performance is warranted.) Reporting Period Start Date: Start of service delivery Due Date: 15 calendar days after end of reporting period SUBSEQUENT SUBMISSION: CONTINUE FROM FIRST SUBMISSION PHI/PII: No FILE FORMAT: PDF CONTENT DETAILS: This report shall track the Rx auto refill program and beneficiary activity as a result of the annual consent requirement for the auto refill mail order feature. The data shall, at a minimum, include the following: General summary containing the following data elements: Prescriptions Shipped: - number of Rx's shipped - number Auto Refill Shipped - percentage of auto refill shipped (total auto refill shipped / total Rx's shipped) Participating Beneficiaries: - number of beneficiaries - number of auto refill beneficiaries - percentage of auto refill beneficiaries - average number of auto refills per beneficiary Changed Dates: - number of auto refills shipped - number of beneficiaries who changed the date of their auto refill - percentage of total - top 10 medications for which a change in date was requested <div style="text-align: center;">Continued on page 2</div> | | | | | | FTP Server provided by the Government with notification to COR | | | | | | | | |
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| | | | | | | 15. TOTAL → | | | | | | 0 | 0 | 0 |
| | | | | | | G. PREPARED BY Fakhrudin A Valibhai | | | H. DATE 4/19/2021 | | I. APPROVED BY Henry J Gibbs | | J. DATE 4/19/2021 | |

CONTRACT DATA REQUIREMENTS LIST*(1 Data Item)*

| | | |
|--|-------------------------|--|
| A. CONTRACT LINE ITEM NO. | B. EXHIBIT Exhibit A | C. CATEGORY: TDP ____ TM ____ OTHER <u>Performance Report</u> |
| D. SYSTEM/ITEM TRICARE Pharmacy Program | E. CONTRACT/PR NO. | F. CONTRACTOR |

16. REMARKS *(Continued)*

Beneficiary Experience:

- total number of auto refill complaints received
- list of top complaints

Beneficiary Consent:

- number of auto refills renewal Rx's eligible for communication
- percentage of overall consent
- number and percentage of auto renewal Rx's with renew and keep enrolled consent
- number and percentage of auto renewal Rx's with renew only and dis-enroll consent
- number and percentage of auto renewal Rx's declined assistance
- number and percentage of auto renewal Rx's dis-enrolled due to no response (10 day grace period)
- number of auto renewal Rx's with proactive consent
- number and percentage of auto renewal Rx's with proactive renew and keep enrolled
- number and percentage of auto renewal Rx's with proactive renew only and dis-enroll consent
- number and percentage of auto renewal Rx's with proactive declined assistance
- top 10 dis-enrolled medications by patient
- top 10 dis-enrolled medications due to no response
- number of Rx's dis-enrolled due to no response and later re-enrolled
- number of Rx's dis-enrolled due to no response and later re-filled again without auto refill

Definitions tab

Prescriptions Shipped

| |
|-----------------------|
| Rx's Shipped |
| Auto Refill Shipped |
| % Auto Refill Shipped |

May-19

Jun-19

Jul-19

Aug-19

Sep-19

Oct-19

Nov-19

Dec-19

Participating Beneficiaries

| |
|------------------------------|
| Beneficiaries |
| Auto Refill Beneficiaries |
| % Auto Refill Beneficiaries |
| Auto Refills / Beneficiaries |

May-19

Jun-19

Jul-19

Aug-19

Sep-19

Oct-19

Nov-19

Dec-19

Changed Date

| |
|---|
| Auto Refill Shipped |
| # of Beneficiaries who changed date |
| % of total |
| Top 10 Medications for which a change in date was requested |

May-19

Jun-19

Jul-19

Aug-19

Sep-19

Oct-19

Nov-19

Dec-19

| | | | | | | | | |
|----------|--|--|--|--|--|--|--|--|
| #1 drug | | | | | | | | |
| #2 drug | | | | | | | | |
| #3 drug | | | | | | | | |
| #4 drug | | | | | | | | |
| #5 drug | | | | | | | | |
| #6 drug | | | | | | | | |
| #7 drug | | | | | | | | |
| #8 drug | | | | | | | | |
| #9 drug | | | | | | | | |
| #10 drug | | | | | | | | |

Beneficiary Experience

| |
|------------------------------|
| Top 10 Web Complaints |
| 1) Complaint |
| 2) Complaint |
| 3) Complaint |
| 4) Complaint |
| 5) Complaint..etc |
| Total Auto Refill Complaints |

May-19

Jun-19

Jul-19

Aug-19

Sep-19

Oct-19

Nov-19

Dec-19

Jan-20 Feb-20 Mar-20 Apr-20 Cont YTD

Jan-20 Feb-20 Mar-20 Apr-20 Cont YTD

Jan-20 Feb-20 Mar-20 Apr-20 Cont YTD

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Jan-20 Feb-20 Mar-20 Apr-20 Cont YTD

Annual Consent***May-19****Jun-19****Jul-19****Aug-19****Sep-19****Oct-19****Nov-19****Dec-19**

| |
|---|
| # of Auto Renewal Rx's eligible for communication |
| Overall Consent % |

| |
|--|
| # of Auto Renewal Rx's w/renew and keep enrolled consent |
| Renew, Stay Enrolled % |

| |
|---|
| # of Auto Renewal Rx's w/renew only and dis- enroll consent |
| Renew Only, Dis-enroll % |

| |
|---|
| # of Auto Renewal Rx's declined assistance |
| No Renew, Dis-enroll % |

| |
|--|
| # of Auto Renewal Rx's dis- enrolled due to no response (10 day grace period) |
| Dis-enrolled Due to No Response % |

Proactive Consent*

| |
|---|
| # of Auto Renewal Rx's with proactive consent |
| # of Auto Renewal Rx's with proactive renew and keep enrolled consent |
| Renew, Stay Enrolled % |

| |
|---|
| # of Auto Renewal Rx's with proactive renew only and dis-enroll consent |
| Renew Only, Dis-enroll % |

| |
|---|
| # of Auto Renewal Rx's with proactive declined assistance |
| No Renew, Dis-enroll % |

| Jan-20 | Feb-20 | Mar-20 | Apr-20 | Cont YTD |
|--------|--------|--------|--------|----------|
|--------|--------|--------|--------|----------|

| CONTRACT DATA REQUIREMENTS LIST (1 Data Item) | | | | | | Form Approved OMB No. 0704-0188 | | | | | | | | |
|---|--|--------------------------------|---|--|---|--|--------------------|-----------|-----------------------|--|---------------------------------|---|-----------------------|---|
| The public reporting burden for this collection of information is estimated to average 110 hours per response, including the time for reviewing instructions, searching existing data sources, gathering and maintaining the data needed, and completing and reviewing the collection of information. Send comments regarding this burden estimate or any other aspect of this collection of information, including suggestions for reducing the burden, to the Department of Defense, Executive Services and Communications Directorate (0704-0188). Respondents should be aware that notwithstanding any other provision of law, no person shall be subject to any penalty for failing to comply with a collection of information if it does not display a currently valid OMB control number. Please do not return your form to the above organization. Send completed form to the Government Issuing Contracting Officer for the Contract/PR No. listed in Block E. | | | | | | | | | | | | | | |
| A. CONTRACT LINE ITEM NO. | | B. EXHIBIT N/A | | C. CATEGORY: TDP _____ TM _____ OTHER <u>Performance Report</u> | | | | | | | | | | |
| D. SYSTEM/ITEM TRICARE Pharmacy Program | | | E. CONTRACT/PR NO. HT940221C0007 | | F. CONTRACTOR Express Scripts, Inc (ESI) | | | | | | | | | |
| 1. DATA ITEM NO. M140 | 2. TITLE OF DATA ITEM Market Priced Pharmaceutical Program Report | | | | 3. SUBTITLE REV on 03/01/2023 | | | | | | | | | |
| 4. AUTHORITY (Data Acquisition Document No.) | | | 5. CONTRACT REFERENCE CTR C.6.8.22.6 | | 6. REQUIRING OFFICE Pharm Ops | | | | | | | | | |
| 7. DD 250 REQ N/A | 9. DIST STATEMENT REQUIRED | 10. FREQUENCY See Block 16 | | 12. DATE OF FIRST SUBMISSION See Block 16 | | 14. DISTRIBUTION | | | | | | | | |
| 8. APP CODE N/A | D | 11. AS OF DATE See Block 16 | | 13. DATE OF SUBSEQUENT SUBMISSION See Block 16 | | a. ADDRESSEE | | b. COPIES | | | | | | |
| | | | | | | Draft | Final Reg Repro | | | | | | | |
| 16. REMARKS FIRST SUBMISSION: Frequency: Monthly Reporting Period Start Date: Start of service delivery Due Date: 15 calendar days after end of reporting period SUBSEQUENT SUBMISSION: CONTINUE FROM FIRST SUBMISSION PHI/PII: No FILE FORMAT: Microsoft Excel CONTENT DETAILS: For each month, provide a report showing offer summary with accepted, declined, and expired offers. The report will also include offer history, accepted offer tracking, savings summary, and savings details. This report shall identify and track all offers, offer status, claims volume approved and dispensed, per month and per offer, associated with Market Priced Pharmaceutical Program, and cost savings per quarter. SUMMARY Number of Offers by Status (e.g. Denied, Accepted, Expired) per month. ACCEPTED OFFER TRACKING Offer Accepted Date Dispensing Start Date Dispensing End Date (Offer Complete Date) Drug Description (drug, strength, form) Offer NDC Medical Pricing File (MPF) NDC Offer Units Offer Price Weighted Avg MPF Price (based on any price changes on the MPF during offer duration) Offer Status (e.g. expired, in-progress) <div style="text-align: center;">Continued on page 2</div> | | | | | | Submit through the | | | | | | | | |
| | | | | | | DHA e-Commerce | | | | | | | | |
| | | | | | | Extranet. | | | | | | | | |
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| | | | | | | 15. TOTAL | | | | | | 0 | 0 | 0 |
| | | | | | | G. PREPARED BY Fakhrudin A Valibhai | | | H. DATE 03/01/2023 | | I. APPROVED BY Henry J Gibbs | | J. DATE 03/01/2023 | |

17. PRICE GROUP

18. ESTIMATED
TOTAL PRICE

CONTRACT DATA REQUIREMENTS LIST

(1 Data Item)

| | | |
|--|-------------------------------------|--|
| A. CONTRACT LINE ITEM NO. | B. EXHIBIT | C. CATEGORY: TDP _____ TM _____ OTHER <u>Performance Report</u> |
| D. SYSTEM/ITEM TRICARE Pharmacy Program | E. CONTRACT/PR NO. HT940221C0007 | F. CONTRACTOR Express Scripts, Inc (ESI) |

16. REMARKS (Continued)

By Month:

- Units Dispensed
- Cost per Units dispensed
- Calculated MPF Cost
- Savings
- Estimated Incentive

SAVINGS DETAILS

Offer Accepted Date

Offer Unit Price

MPF Unit Price (wt average to account for pricing changes during offer period)

Start Date

End Date

Quantity Dispensed

Total Offer Cost

Total MPF Cost

Savings

HISTORICAL

Offers Identified by Contractor

Offer Status (e.g., Denied, Accepted, Expired)

Date Submitted

Expiration Date

Type of Offer (e.g., Saving, Stability)

Savings (after administration fee)

Current Drug GSN and GCN

Current Drug NDC

Drug description (drug, strength, form)

Current Drug Manufacturer

Current Drug Cost

Medical Pricing File Contract Number

Estimated Monthly Usage (units) (broken out by dual eligible vs TRICARE only)

Offer Drug NDC

TAA Compliant (Y/N)

Therapeutically Equivalent (Y/N)

Offer Drug Manufacturer

Total Units offered

Offer Purchase Cost

Contractor Incentive (Total offer value x 10%)

Admin Fee

Total Cost to Government (Purchase Cost + Fees)

Unit Price Difference (Current Unit Cost – Offer Unit Cost)

Estimated Offer Days

Offer Units

Estimated Claim Volume

Total Offer Value (Unit Price Difference X Offer Units)

Continued on page 3

CONTRACT DATA REQUIREMENTS LIST*(1 Data Item)*

| | | |
|---|-------------------------------------|--|
| A. CONTRACT LINE ITEM NO. | B. EXHIBIT | C. CATEGORY: TDP ____ TM ____ OTHER <u>Performance Report</u> |
| D. SYSTEM/ITEM TRICARE Pharmacy Program | E. CONTRACT/PR NO. HT940221C0007 | F. CONTRACTOR Express Scripts, Inc (ESI) |
| 16. REMARKS <i>(Continued)</i> Government Savings (Total Offer Value – ESI Incentive – Admin Fee) Contractor Comments Government Approver and Date Approved or Denied Market Conditions shall be provided with each offer. Reports shall include Revision log and definitions tab. The Government reserves the right to adjust the report and data elements after receiving the first report. | | |

| CONTRACT DATA REQUIREMENTS LIST (1 Data Item) | | | | | | Form Approved OMB No. 0704-0188 | | | | | | | | | | | | |
|---|--|---------------------------------------|---|--|--|--|--|-----------------------------|-----------|--|--|-----------------------------|-----------|--|--|-----|-------|--|
| The public reporting burden for this collection of information is estimated to average 110 hours per response, including the time for reviewing instructions, searching existing data sources, gathering and maintaining the data needed, and completing and reviewing the collection of information. Send comments regarding this burden estimate or any other aspect of this collection of information, including suggestions for reducing the burden, to the Department of Defense, Executive Services and Communications Directorate (0704-0188). Respondents should be aware that notwithstanding any other provision of law, no person shall be subject to any penalty for failing to comply with a collection of information if it does not display a currently valid OMB control number. Please do not return your form to the above organization. Send completed form to the Government Issuing Contracting Officer for the Contract/PR No. listed in Block E. | | | | | | | | | | | | | | | | | | |
| A. CONTRACT LINE ITEM NO. | | B. EXHIBIT Exhibit A | | C. CATEGORY: TDP _____ TM _____ OTHER _____ | | | | | | | | | | | | | | |
| D. SYSTEM/ITEM TRICARE Pharmacy Program | | | E. CONTRACT/PR NO. HT940221C0007 | | F. CONTRACTOR Express Scripts, Inc (ESI) | | | | | | | | | | | | | |
| 1. DATA ITEM NO. M150 | 2. TITLE OF DATA ITEM Theater Medical Data Store (TMDS) Claims Processing Report | | | | 3. SUBTITLE REV on 12/03/2021 | | | | | | | | | | | | | |
| 4. AUTHORITY (Data Acquisition Document No.) | | | 5. CONTRACT REFERENCE CTR C.11.10.6 | | 6. REQUIRING OFFICE Pharm Ops | | | | | | | | | | | | | |
| 7. DD 250 REQ N/A | 9. DIST STATEMENT REQUIRED D | 10. FREQUENCY See Block 16 | | 12. DATE OF FIRST SUBMISSION See Block 16 | | 14. DISTRIBUTION | | | | | | | | | | | | |
| 8. APP CODE N/A | | 11. AS OF DATE See Block 16 | | 13. DATE OF SUBSEQUENT SUBMISSION See Block 16 | | <table border="1" style="width: 100%; border-collapse: collapse;"> <tr> <td rowspan="2" style="width: 50%; text-align: center;">a. ADDRESSEE</td> <td colspan="3" style="text-align: center;">b. COPIES</td> </tr> <tr> <td style="width: 15%; text-align: center;">Draft</td> <td style="width: 15%; text-align: center;">Fina 1</td> <td style="width: 20%;"></td> </tr> <tr> <td></td> <td style="text-align: center;">Reg</td> <td style="text-align: center;">Repro</td> <td></td> </tr> </table> | | a. ADDRESSEE | b. COPIES | | | Draft | Fina 1 | | | Reg | Repro | |
| a. ADDRESSEE | b. COPIES | | | | | | | | | | | | | | | | | |
| | Draft | Fina 1 | | | | | | | | | | | | | | | | |
| | Reg | Repro | | | | | | | | | | | | | | | | |
| 16. REMARKS FIRST SUBMISSION Frequency: Monthly Reporting Period State Date: Start of service delivery Due Date: 10 calendar days after end of reporting period SUBSEQUENT SUBMISSION: CONTINUE FROM FIRST SUBMISSION PHI/PII: No FILE FORMAT: Microsoft Excel CONTENT DETAILS: Report shall provide a complete picture of the following claims received on the TMDS files, how many were posted to the patient profile, and the reasons for not being posted to the profile. Summary volumes will be reported for each weekly file received. The Report shall include the following for each weekly TMDS file: - Date of File - Total Number of Records Received from TMDS - AHLTA-T Records Adjudicated - TC2 Records Adjudicated - Total Records Adjudicated - Number of Aged Claims Dropped - Number of Duplicates Dropped - Number of Errors Dropped - Total Number Dropped - % of Total Records on File Dropped In addition to the current reporting period, the report shall include the above data for all prior weeks within the current option period. | | | | | Submit through the | | | | | | | | | | | | | |
| | | | | | DHA e-Commerce | | | | | | | | | | | | | |
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| | | | | | | | | | | 15. TOTAL → 0 0 0 | | | | | | | | |
| | | | | | G. PREPARED BY Natalie M Jones | | | H. DATE 12/3/2021 | | I. APPROVED BY Henry J Gibbs | | J. DATE 12/3/2021 | | | | | | |

17. PRICE GROUP

18. ESTIMATED
TOTAL PRICE

THEATER MEDICAL DATA STORE (TMDS) CLAIMS VOLUMES

| File Date | Total Records Received from TMDS | AHLTA-T Records Adjudicated | TC2 Records Adjudicated | Total Records Adjudicated |
|------------------|---|--|------------------------------------|--------------------------------------|
| 2/12/2023 | 7000 | 1500 | 800 | 2300 |
| 2/19/2023 | 8500 | 1000 | 900 | 1900 |
| | | | | |

Updated 1.10.2020

| Aged Claims Dropped | Duplicates Dropped | Errors Dropped | Total Dropped | % Dropped |
|--------------------------------|-------------------------------|---------------------------|--------------------------|------------------|
| 1000 | 4000 | 100 | 5100 | 73% |
| 1300 | 3950 | 200 | 5450 | 64% |
| | | | | |

| CONTRACT DATA REQUIREMENTS LIST (1 Data Item) | | | | | | Form Approved OMB No. 0704-0188 | | | | | | | | | | | | |
|--|---|---------------------------------------|---|--|--|--|--|-----------------------------|-----------|--|---|-----------------------------|-----------|--|--|-----|-------|--|
| The public reporting burden for this collection of information is estimated to average 110 hours per response, including the time for reviewing instructions, searching existing data sources, gathering and maintaining the data needed, and completing and reviewing the collection of information. Send comments regarding this burden estimate or any other aspect of this collection of information, including suggestions for reducing the burden, to the Department of Defense, Executive Services and Communications Directorate (0704-0188). Respondents should be aware that notwithstanding any other provision of law, no person shall be subject to any penalty for failing to comply with a collection of information if it does not display a currently valid OMB control number. Please do not return your form to the above organization. Send completed form to the Government Issuing Contracting Officer for the Contract/PR No. listed in Block E. | | | | | | | | | | | | | | | | | | |
| A. CONTRACT LINE ITEM NO. | | B. EXHIBIT Attachments A&B | | C. CATEGORY: Financial Statement TDP _____ TM _____ OTHER _____ | | | | | | | | | | | | | | |
| D. SYSTEM/ITEM TRICARE Pharmacy Program | | | E. CONTRACT/PR NO. HT940221C0007 | | F. CONTRACTOR Express Scripts, Inc (ESI) | | | | | | | | | | | | | |
| 1. DATA ITEM NO. M160 | 2. TITLE OF DATA ITEM Non-Financially Underwritten Bank Account Reconciliation Report | | | | 3. SUBTITLE REV on 12/3/2021 | | | | | | | | | | | | | |
| 4. AUTHORITY (Data Acquisition Document No.) | | | 5. CONTRACT REFERENCE CTR G.3.6.6 | | 6. REQUIRING OFFICE CRM | | | | | | | | | | | | | |
| 7. DD 250 REQ N/A | 9. DIST STATEMENT REQUIRED D | 10. FREQUENCY See Block 16 | | 12. DATE OF FIRST SUBMISSION See Block 16 | | 14. DISTRIBUTION | | | | | | | | | | | | |
| 8. APP CODE N/A | | 11. AS OF DATE See Block 16 | | 13. DATE OF SUBSEQUENT SUBMISSION See Block 16 | | <table border="1" style="width: 100%; border-collapse: collapse;"> <tr> <td rowspan="2" style="width: 50%; text-align: center;">a. ADDRESSEE</td> <td colspan="3" style="text-align: center;">b. COPIES</td> </tr> <tr> <td style="width: 15%; text-align: center;">Draft</td> <td style="width: 15%; text-align: center;">Fina 1</td> <td style="width: 20%;"></td> </tr> <tr> <td></td> <td style="text-align: center;">Reg</td> <td style="text-align: center;">Repro</td> <td></td> </tr> </table> | | a. ADDRESSEE | b. COPIES | | | Draft | Fina 1 | | | Reg | Repro | |
| a. ADDRESSEE | b. COPIES | | | | | | | | | | | | | | | | | |
| | Draft | Fina 1 | | | | | | | | | | | | | | | | |
| | Reg | Repro | | | | | | | | | | | | | | | | |
| 16. REMARKS FIRST SUBMISSION: Frequency: Monthly Reporting Period Start Date: Start of service delivery Due Date: 30 calendar days after end of reporting period SUBSEQUENT SUBMISSION: CONTINUE FROM FIRST SUBMISSION PHI/PII: No FILE FORMAT: Microsoft Excel CONTENT DETAILS: Bank Reconciliation reports are to facilitate verifying authorized benefit payments done by the Contractor with CRM accounting and with cash transactions done through banks and Treasury systems. For each month, after reconciling the bank account, the Contractor shall provide the DHA, CRM with a balanced Bank Reconciliation Format for each bank account, within 30 calendar days following the end of the month being reported. These reports shall contain all transactions affecting the bank accounts. Attached are the format and instructions for this report. Contractor shall provide backup detailed reports for all categories listed under "Other Transactions" of the bank reconciliation. Reports shall be submitted electronically through the PAT system. | | | | | Submit through the | | | | | | | | | | | | | |
| | | | | | DHA e-Commerce | | | | | | | | | | | | | |
| | | | | | Extranet. | | | | | | | | | | | | | |
| | | | | | (Per TOM C14) | | | | | | | | | | | | | |
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| | | | | | 15. TOTAL | | | | | 0 | 0 | 0 | | | | | | |
| | | | | | G. PREPARED BY Laura E White | | | H. DATE 12/3/2021 | | I. APPROVED BY Henry J Gibbs | | J. DATE 12/3/2021 | | | | | | |

17. PRICE GROUP

18. ESTIMATED
TOTAL PRICE

TPHARM BANK ACCOUNT RECONCILIATION INSTRUCTIONS

GENERAL: This report shall follow and detail the cash flow through the bank accounts and justify the use of the money drawn by the contractor's bank, in the contractor's name, from the Federal Reserve (as well as any other deposits made to the non-financially underwritten bank accounts). This report should also identify any corrective action needed. This report will be balanced against DHA's records for transactions that have been approved by DHA. Any unreasonable, unjustified or unapproved transactions will be collected back from the contractor with applicable interest and penalty. Any transactions not specified in the format, shall be identified under "Other Transactions" as shown on the format and sufficiently explained. Questions concerning placement of items in the format shall be directed to DHA, CRM, Finance and Accounting. The report shall include the listings and explanations required below and should balance to the report from the contractor's bank showing the beginning and ending balances for the month and the total debits, credits and adjustments for the entire month.

HEADING TO REPORT:

ACTIVITY FOR THE MONTH OF: All transactions shall be as of the end of the month being reported.

CONTRACTOR NAME: Name of the Prime Contractor

SUBCONTRACTOR NAME: Name of the Subcontractor

FISCAL YEAR: The Federal fiscal year for the transactions in the account. New accounts are started each October 1st for the new fiscal year.

ASAP ID NUMBER: The ASAP number used for transactions between the bank and the Federal Reserve Bank (provided by DHA, CRM for each bank account.)

TYPE OF ACCOUNT: A descriptive title of the account. The contract requires, at a minimum, an account for Defense Health Program (DHP) funding claims and an account for Medicare Eligible Retiree Health Care Fund (MERHCF) claims. Other accounts may be requested as needed.

REPORT FORMAT:

COLUMNS:

PREVIOUS MONTH'S YEAR TO DATE TOTAL: Shall equal the last column on the previous month's report.

THIS MONTH'S TRANSACTIONS: Shall be totals of the reporting month's transactions, categorized as shown on the report format. Outstanding Payments and Ending Balance are YTD figures so will be the same as YTD Total column.

REPORTING MONTH'S YEAR TO DATE TOTAL: The totals of the previous month's year to date totals plus the reporting month's totals.

TYPES OF TRANSACTIONS:

I. TRANSACTIONS DONE THRU THE FEDERAL RESERVE BANK - RICHMOND:

Net Total of Drawdowns against the Federal Reserve Bank: This is a total of all transactions done between the bank and the Federal Reserve-Richmond (the FED). These transactions will primarily be draws on the FED, which become deposits to the contractor's bank account. There may be some instances of the bank repaying the Fed for an overdrawn amount. These amounts should be netted against the amounts drawn for the total shown in this section.

II. TRANSACTIONS DONE IN CONTRACTOR'S BANK ACCOUNT:

A. Routine Bank Account Transactions (payments and other transactions authorized in the TRICARE Operations, Policy, or Reimbursement Manuals or Section G of the contract).

1. TED Vouchers - TEDs provide the detailed information that supports the issuance of the payments on these bank accounts. These vouchers also include credits such as staledated and voided payments that have been processed through the claims processing systems creating credit TEDs. (Note: Credits must relate to the account they are being processed against, i.e., they are staledated or voided checks cut on that account or a refund that was deposited into that account.) For this report, only a total of the TEDs vouchers is needed. This total does not need to be broken down by programs or other subtotals.

2. Credits not submitted on TEDs:

- a. Receipts under \$30 - Total of receipts/collections under \$30 that were received during the reporting month and not reported on a TED (Reference TOM Chapter 10, Section 4, paragraph 13). Reported amount must be supported by a listing of the reporting month's individual transactions. Do not include on this line if these were reported as TEDs.
- b. Collections, Voids and Staledates under \$10 - Total of collections and voided and staledated checks/payments under \$10 including \$.99 payment transactions that were not released. Reported amount must be supported by a listing of the reporting month's individual transactions. Do not include transactions on this line that were reported as TEDs.
- c. Court Ordered Restitution - Court Ordered restitution collections shall be listed in this field regardless of amount. Reported amount must be supported by a listing of the reporting month's transactions. Do not include on this line if these were reported as TEDs.

3. DHA Approved Manual Transactions – Include transactions that have been submitted and approved by DHA, CRM for payment or collection. These are transactions that cannot be handled by TEDs or under one of the categories listed in #2 above. These should be rare.

- a. Payments not recorded as a TED: They must be approved by DHA, CRM prior to any payments being made. Payments will be thoroughly described and supported with adequate documentation and explanations as to why these transactions are not being done as a TED Voucher (#1 above).
- b. Receipts over \$30 not recorded as a TED: Credits may be listed without approval but must be listed individually and with explanations as to why they were not processed as a TED Voucher (#1 above).

4. Final Payment(s) to DHA – include payments made to DHA at the end of the bank accounts including payments made by the contractor and the bank.

B. Other Transactions:

This category is for transactions that may occur from time to time in a bank account such as bank errors that have not yet been corrected. These items must be cleared by the time the account is closed or be approved by DHA (#3 above). Identify type of transaction and amount affecting the bank balance. This also includes installment loan collections being held in the account during the year and which are transferred to the next year's account at the end of the year or reported as a TED is fully collected.

III. End of the Month Outstanding Checks Total: This is the amount of checks that have not cleared the bank by the cut off for reconciliation, normally the end of the month. This field should be cleared by the final bank reconciliation on the bank account either through the checks/payments clearing the account or being voided.

IV. ENDING BALANCE: This is the ending balance on the bank statement for the end of the last day of the period being reported, which is normally the end of the month. This should equal Section I - (+Section II - Section III).

V. NOTES: This section is used to report total payments drawn from the non-underwritten account where the payee is 'Self';

1. Payments to 'Self' made in accordance with the TOM Chapter 10, Section 3, Paragraph 6.
2. All Payments to 'Self' not authorized by TOM Chapter 10, Section 3, Paragraph 6.
3. The contractor may use this section to report any non-underwritten bank account activity not covered by Sections I thru IV and do not affect the bank account totals.

CONTRACTOR NAME
SUB-CONTRACTOR NAME (if applicable)

FOR THE MONTH OF _____

TPHARM BANK ACCOUNT RECONCILIATION

FISCAL YEAR
ASAP ID NUMBER

Type of Account (i.e. MERHCF or DHP or other identifier)

PREVIOUS MONTH'S
YEAR TO DATE
TOTAL

THIS MONTH'S
TRANSACTIONS

REPORTING MONTH'S
YEAR TO DATE
TOTAL

| | | | |
|--|------------------------|--|--|
| I. TRANSACTIONS DONE THRU THE FEDERAL RESERVE - RICHMOND (Year to Date) | | | |
| <u>Net Total of Drawdowns against Federal Reserve Bank:</u> | TOTAL SECTION I | | |

| | | | |
|--|--|--|--|
| II. TRANSACTIONS RELATED TO CASH IN BANK ACCOUNT | | | |
| A. Routine Bank Account Transactions: 1. TED Vouchers (Total of all TEDs submitted to DHA): 2. Credits not submitted on TEDS: a. Receipts under \$30 (must include list of each transaction): (Reference: TOM Chapter 10, Section 4, Paragraph 13.0) b. Collections, Voids and Staledates under \$10 (must include listing of transactions) (Reference Section G of Contract) c. Court Ordered Restitution (shall include listing of each transaction) (optional) (Reference Section G of Contract) 3. DHA Approved Manual Transactions for other than TEDS a. Payments not recorded as a TED: (Reference Section G of Contract) b. Receipts over \$30 not recorded as a TED: (Reference Section G of Contract) 4. Final Check(s) to DHA (include payments from bank directly to DHA) | | | |
| B. Other Transactions: 1. (List types of transactions) (e.g. installment payments, bank errors, transactions in transit, etc.) | | | |
| TOTAL SECTION II | | | |

| | | | |
|--|--------------------------|--|--|
| III. END OF MONTH OUTSTANDING CHECK TOTAL: | | | |
| <u>Month End Outstanding Check Total</u> (YTD and Current Month will be same amount) | TOTAL SECTION III | | |

| | | | |
|--|--|--|--|
| IV. ENDING BALANCE IN BANK ACCOUNT | | | |
| <u>Month End Balance in Bank Account</u> (YTD and Current Month will be same amount) | TOTAL SECTION IV = Section I - (+Section II - Section III) | | |

| | | | |
|---|--|------------------------|--|
| V. NOTES | | | |
| <u>Other Financial Transactions</u> 1. Total of Good-Faith Payments to Self (Underwritten Good Faith payments transferred to non-underwritten in accordance with TOM Chapter 10, Section 3, Paragraph 6) 2. Total of payments to Self (not related Good-Faith payments) 3. Other | | TOTAL SECTION V | |

| CONTRACT DATA REQUIREMENTS LIST (1 Data Item) | | | | | | Form Approved OMB No. 0704-0188 | | | | | |
|--|--|--------------------------------|---|--|---|------------------------------------|----------------------|--|-------|--|--|
| The public reporting burden for this collection of information is estimated to average 110 hours per response, including the time for reviewing instructions, searching existing data sources, gathering and maintaining the data needed, and completing and reviewing the collection of information. Send comments regarding this burden estimate or any other aspect of this collection of information, including suggestions for reducing the burden, to the Department of Defense, Executive Services and Communications Directorate (0704-0188). Respondents should be aware that notwithstanding any other provision of law, no person shall be subject to any penalty for failing to comply with a collection of information if it does not display a currently valid OMB control number. Please do not return your form to the above organization. Send completed form to the Government Issuing Contracting Officer for the Contract/PR No. listed in Block E. | | | | | | | | | | | |
| A. CONTRACT LINE ITEM NO. | | B. EXHIBIT Attachment A,B&C | | C. CATEGORY: TDP _____ TM _____ OTHER _____ | | | | | | | |
| D. SYSTEM/ITEM TRICARE Pharmacy Program | | | E. CONTRACT/PR NO. HT940221C0007 | | F. CONTRACTOR Express Scripts, Inc (ESI) | | | | | | |
| 1. DATA ITEM NO. M170 | 2. TITLE OF DATA ITEM Non-Financially Underwritten Accounts Receivable Report | | | | 3. SUBTITLE Initial | | | | | | |
| 4. AUTHORITY (Data Acquisition Document No.) N/A | | | 5. CONTRACT REFERENCE CTR G.3.6.13.2 | | 6. REQUIRING OFFICE CRM | | | | | | |
| 7. DD 250 REQ N/A | 9. DIST STATEMENT REQUIRED D | 10. FREQUENCY See Block 16 | | 12. DATE OF FIRST SUBMISSION See Block 16 | | 14. DISTRIBUTION | | | | | |
| 8. APP CODE N/A | | 11. AS OF DATE See Block 16 | | 13. DATE OF SUBSEQUENT SUBMISSION See Block 16 | | a. ADDRESSEE | | | | | |
| 16. REMARKS FIRST SUBMISSION: Frequency: Monthly Reporting Period Start Date: Start of service delivery Due Date: Third business day following the 25th of the month of claims processing SUBSEQUENT SUBMISSION: CONTINUE FROM FIRST SUBMISSION PHI/PII: Yes FILE FORMAT: Microsoft Excel CONTENT DETAILS: Accounts Receivable held by the Contractor under the TRICARE Operations Manual, Chapter 10, Section 4 must be reported monthly to Contract Resource Management (CRM), DHA-Aurora. Separate sets of reports are required for Federal Government Receivables and for Public Receivables. Federal Government Receivables include the receivables from medical facilities operated by the Veterans Administration, Coast Guard, Public and Indian Health Service, or any other Federal Government agency. All others should be submitted on a separate set of reports as Public Receivables. The Contractor shall cut off the data for the Accounts Receivable reports on the 25th of the month and submit all of the following Accounts Receivable reports by the third business day following the 25th of the month of claims processing (e.g. for March 2013, data would be as of the 25th of March and reports would be due the 28th of March or for April 2013, data would also be as of the 25th (of April) but reports would be due the 30th of April since there is a weekend in between). Attached are the format and instructions for each report with updates provided by the Government as required: - Accounts Receivable Summary Report - Accounts Receivable - Amounts Written Off Detail Report - Accounts Receivable - Debts Transferred to Defense Health Agency (DHA) Detail Report - Accounts Receivable - Ending Outstanding Receivables Detail Report - Accounts Receivable - Contractor Transition (if applicable) - Accounts Receivable - Suspended Providers (if applicable) | | | | | | b. COPIES | | | | | |
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| | | | | | | 15. TOTAL | | | | | |
| G. PREPARED BY Laura E White | | | H. DATE 4/19/2021 | | I. APPROVED BY Henry J Gibbs | | J. DATE 4/19/2021 | | | | |

17. PRICE GROUP

18. ESTIMATED
TOTAL PRICE

ACCOUNTS RECEIVABLE SUMMARY REPORT
MONTH & YEAR OF REPORT
ASAP ID# - (Public or Government)

A. SUMMARY OF ACCOUNTS RECEIVABLES

NUMBER OF ACCOUNTS

AMOUNT

| | | |
|---|--|----|
| 1. Beginning Receivables | | \$ |
| 2. New Receivables | | |
| a. From current contractor | | \$ |
| b. From outgoing contractor | | \$ |
| 3. Collections On Receivables | | \$ |
| 4. Adjusted Amounts | | \$ |
| 5. Amounts Written Off | | \$ |
| 6. Transferred Amounts | | |
| a. To DHA, OGC, Claims Collection Section (CCS) | | \$ |
| b. To incoming contractor | | \$ |
| 7. Ending Receivables (Lines A.1 + A.2 - A.3 +/- A.4 - A.5 - A.6) | | \$ |

B. OUTSTANDING RECEIVABLES

| | | |
|--|--|----|
| 1. Principal Amount \geq \$600.00 | | \$ |
| a. Not Delinquent | | |
| b. Delinquent | | |
| 1) 1-30 Days | | \$ |
| 2) 31-60 Days | | \$ |
| 3) 61-90 Days | | \$ |
| 4) 91-150 Days | | \$ |
| 5) 151-180 Days | | \$ |
| 6) 181-365 Days | | \$ |
| 7) > 1 Year to 2 Years | | \$ |
| 8) > 2 Years to 6 Years | | \$ |
| 9) > 6 Years to 10 Years | | \$ |
| 10) > 10 Years | | \$ |
| 11) Total Delinquent Receivables \geq \$600.00 (Total of Lines B.1.b.1 thru B.1.b.10) | | \$ |
| c. Total Outstanding Receivables \geq \$600.00 (Total of Lines B.1.a + B.1.b.11) | | \$ |

| | | |
|--|--|----|
| 2. Principal Amount \leq \$599.99 | | \$ |
| a. Not Delinquent | | |
| b. Delinquent | | |
| 1) 1-30 Days | | \$ |
| 2) 31-60 Days | | \$ |
| 3) 61-90 Days | | \$ |
| 4) 91-150 Days | | \$ |
| 5) 151-180 Days | | \$ |
| 6) 181-365 Days | | \$ |
| 7) > 1 Year to 2 Years | | \$ |
| 8) > 2 Years to 6 Years | | \$ |
| 9) > 6 Years to 10 Years | | \$ |
| 10) > 10 Years | | \$ |
| 11) Total Delinquent Receivables \leq \$599.99 (Total of Lines B.2.b.1 thru B.2.b.10) | | \$ |
| c. Total Outstanding Receivables \leq \$599.99 (Total of Lines B.2.a + B.2.b.11) | | \$ |

| | | |
|---|--|----|
| 3. Total Receivables | | \$ |
| a. Not Delinquent (Lines B.1.a + B.2.a) | | |
| b. Delinquent | | |
| 1) 1-30 Days (Lines B.1.b.1 + B.2.b.1) | | \$ |
| 2) 31-60 Days (Lines B.1.b.2 + B.2.b.2) | | \$ |
| 3) 61-90 Days (Lines B.1.b.3 + B.2.b.3) | | \$ |
| 4) 91-150 Days (Lines B.1.b.4 + B.2.b.4) | | \$ |
| 5) 151-180 Days (Lines B.1.b.5 + B.2.b.5) | | \$ |
| 6) 181-365 Days (Lines B.1.b.6 + B.2.b.6) | | \$ |
| 7) > 1 Year to 2 Years (Lines B.1.b.7 + B.2.b.7) | | \$ |
| 8) > 2 Years to 6 Years (Lines B.1.b.8 + B.2.b.8) | | \$ |
| 9) > 6 Years to 10 Years (Lines B.1.b.9 + B.2.b.9) | | \$ |
| 10) > 10 Years (Lines B.1.b.10 + B.2.b.10) | | \$ |
| 11) Total Delinquent Receivables (B.1.b.10 + B.2.b.10) | | \$ |
| c. Total Outstanding Receivables (Line B.1.c + B.2.c) | | \$ |

INSTRUCTIONS FOR ACCOUNTS RECEIVABLE SUMMARY REPORT

HEADER:

Contractor Name: Name of the Prime Contractor.

Subcontractor Name: Name of the Subcontractor.

MONTH & YEAR OF REPORT: All transactions shall be as of the 25th of the month being reported.

ASAP ID #: The ASAP ID number assigned to the bank account used for payments/collections and other bank transactions.

- Public or Government: Reports should be separated by public debtors or federal government debtors. Federal government debtors are facilities controlled run by the federal government. Primarily, federally controlled debt will be from Veteran Administration hospitals/clinics and Indian Health Service hospitals/clinics. Military Treatment Facilities should not be billing DHA. The Public Health Service, apparently, no longer runs any hospitals or clinics. Any question about the status of a debtor should be address to CRM.

A. SUMMARY OF ACCOUNTS RECEIVABLE

1. Beginning receivables - Carried forward from line A.7. of the prior month report.
2. New receivables –
 - 2.a – From current contractor - Enter the number and amount of new receivables generated during the reporting period.
 - 2.b – From outgoing contractor – Enter the number and amount of new receivables generated from the outgoing contractor during contract transition.
3. Collections on receivables - Include in the Amount column, all installment payments and offset adjustments received. In the Number of Cases column, include only the final installment or offset.
4. Adjusted Amounts - Enter the number and amount of corrections made to previously reported receivables and refunds of amounts previously reported as corrections. The amount noted on this line must be explained in footnotes to this report.
5. Amounts written off - Cases which are 365 days delinquent with balances less than \$600, shall be written-off and reported on line A.5. However, the offset flag shall remain until the claims processing contract has elapsed or full payment is received. If a full collection through offset is effected, then the write-off shall be reversed (Line A.5) and the amount collected recorded (Line A.3.).

6. Transferred –

6.a.1 – To DHA, OGC, Claims Collection Section (CCS) - When a case with a balance of \$600 or more is transferred to DHA (in accordance with the TOM, Chapter 10, Section 4), the balance transferred shall be reported on line A.6.a. An adjustment claim and TED shall be processed for the total amount collected to the point of transfer (either by payment or offset). If a transferred receivable is collected inadvertently through offset, the claims processing unit shall notify CCS by the following work day after receipt and complete the Collections Made By Offset/Refund Form (Addendum A Figure 10.A-31). The amount of the offset shall reduce current transfers (Line A.6.a) and be included in Collections (Line A.3). If a receivable has reached the mandatory time limit for transfer, but a claim is pending for offset which will not be paid until the next month, this receivable may be retained, reported on a footnote, and transferred the following month if a balance still exists. The footnote shall provide the debtor's name, sponsor's name and SSN, amount of debt, amount of potential offset, and the expected date of transfer. A copy of each report containing such footnotes shall be sent to the Chief, Recoupment Branch, Office of General Counsel (OGC), DHA.

6.a.2 – To DHA, OGC during contract transition– Only offset accounts greater or equal to \$600.00 that have been on offset for 12 months or longer, and all installment accounts, shall be transferred to DHA no later than 30 days after the start of health care delivery in accordance with TOM, Chapter 2, Section 10, paragraph 5.0.

6.b – To incoming contractor during contract transition – The outgoing contractor shall only transfer offset cases for non-financially underwritten funds greater than \$110.00 (\$30.00 for pharmacy overpayments) that have been on offset for less than 12 months to the incoming contractor no later than 30 days after the start of health care delivery in accordance with TOM, Chapter 2, Section 10, paragraph 5.0.

7. Ending receivables - Total ending receivable balance to be carried forward to A.1. for the next reporting period.

B. OUTSTANDING RECEIVABLES

Outstanding receivables shall be aged and reported by the categories listed on the report.

Not Delinquent is normally 30 days from the date of initial notification of the debt or from the date of the last installment payment whichever is later.

Installments will be aged based on the date of the last payment. If the installment payment is delinquent (over 30 days from the last payment) the remaining unpaid balance will be reported in the proper aged category depending on the remaining balance of the debt (B.1 equal to or greater than \$600 or B.2 less than \$600)

ACCOUNTS RECEIVABLE - AMOUNTS WRITTEN OFF DETAIL REPORT

Contractor Name

Sub-Contractor Name

Month Of Report

ASAP ID#

[illegible]

INSTRUCTIONS:

This report shall list the cases that make up the total shown on line A.5. - Amounts Written Off - on the Accounts Receivable Summary Report.

Aging shall be based on date of delinquency

ACCOUNTS RECEIVABLE - DEBTS TRANSFERRED TO DHA DETAIL REPORT

Contractor Name

Sub-Contractor Name

Month Of Report

ASAP ID#

[illegible]

INSTRUCTIONS:

This report shall list the cases that make up the total shown on line A.6.a - Transferred to DHA - on the Accounts Receivable Summary Report.

Aging shall be based on date of delinquency

ACCOUNTS RECEIVABLE - ENDING OUTSTANDING RECEIVABLE DETAIL REPORT

Contractor Name

Sub-Contractor Name

Month Of Report

ASAP ID#

[illegible]

INSTRUCTIONS:

This report shall list the cases that make up the total shown on line A.7. - Ending Receivable on the Accounts Receivable Summary Report.

Aging shall be based on date of delinquency

ACCOUNTS RECEIVABLE - CONTRACT TRANSITION DETAIL REPORT

Contractor Name

Sub-Contractor Name

Month Of Report

ASAP ID#

[illegible]

INSTRUCTIONS:

For outgoing contractor - This report shall list the cases that make up the total shown on line A.6.b - Transferred to incoming contractor - on the Accounts Receivable Summary Report

For incoming contractor - This report shall list the cases that make up the total shown on line A.2.b - New receivables from outgoing contractor - on the Accounts Receivable Summary Report

Aging shall be based on date of delinquency

ACCOUNTS RECEIVABLE - SUSPENDED PROVIDERS

Contractor Name
Sub-Contractor Name

ASAP ID#

Month Of Report

| Accounts Receivable debt by Suspended Providers (do-not-pursue) | | | | | | | |
|---|-------------------|-----------------------|------------------|--------------------------------------|----------------|----------------------------------|----------|
| | Provider/Pharmacy | Date Suspended by DHA | Amount Suspended | Funds Received by Suspended Provider | On A/R Report? | Date funds were forwarded to DHA | Comments |
| 1 | | | | | | | |
| 2 | | | | | | | |
| 3 | | | | | | | |
| 4 | | | | | | | |
| 5 | | | | | | | |
| 6 | | | | | | | |
| 7 | | | | | | | |
| 8 | | | | | | | |
| 9 | | | | | | | |
| 10 | | | | | | | |
| Grand Total | | | \$ - | \$ - | | | |

* Debts referenced above will be reported in their appropriate category on the A/R report where they will continue to be aged.

* Email should be sent to DHA/CRM to report all TRI's impacted by the suspended provider when suspension occurs.

| Accounts Receivable debt related to Suspended Providers (actively pursuing collections) | | | | | | | |
|---|-------------------|-----------------------|------------------|----------------------------|----------------|------------------------------------|---|
| | Provider/Pharmacy | Date Suspended by DHA | Amount Recouping | Date Suspension was lifted | On A/R Report? | Date range of claims being pursued | Amount of funds returned from DHA to contractor |
| 1 | | | | | | | |
| 2 | | | | | | | |
| 3 | | | | | | | |
| 4 | | | | | | | |
| 5 | | | | | | | |
| 6 | | | | | | | |
| 7 | | | | | | | |
| 8 | | | | | | | |
| 9 | | | | | | | |
| 10 | | | | | | | |
| Grand Total | | | \$ - | | | | \$ - |

* Debts referenced above will be reported in their appropriate category on the A/R report where they will continue to be aged.

* Email should be sent to DHA/CRM to report all TRI's impacted by the lift in suspension when it occurs.

A suspended provider will only occur at the direction of DHA Program Integrity Office (PI).
Additional guidance on suspended providers can be found in the TOM Chapter 13, Section 5.

ACCOUNTS RECEIVABLE SUMMARY REPORT
MONTH & YEAR OF REPORT
ASAP ID# - (Public or Government)

| | NUMBER OF ACCOUNTS | AMOUNT |
|--|--------------------|--------|
| A. SUMMARY OF ACCOUNTS RECEIVABLES | | |
| 1. Beginning Receivables | | \$ |
| 2. New Receivables | | |
| a. From current contractor | | \$ |
| b. From outgoing contractor | | \$ |
| 3. Collections On Receivables | | \$ |
| 4. Adjusted Amounts | | \$ |
| 5. Amounts Written Off | | \$ |
| 6. Transferred Amounts | | |
| a. To DHA, OGC, Claims Collection Section (CCS) | | \$ |
| b. To incoming contractor | | \$ |
| 7. Ending Receivables (Lines A.1 + A.2 - A.3 +/- A.4 - A.5 - A.6) | | \$ |
| B. OUTSTANDING RECEIVABLES | | |
| 1. Principal Amount \geq \$600.00 | | |
| a. Not Delinquent | | \$ |
| b. Delinquent | | |
| 1) 1-30 Days | | \$ |
| 2) 31-60 Days | | \$ |
| 3) 61-90 Days | | \$ |
| 4) 91-150 Days | | \$ |
| 5) 151-180 Days | | \$ |
| 6) 181-365 Days | | \$ |
| 7) > 1 Year to 2 Years | | \$ |
| 8) > 2 Years to 6 Years | | \$ |
| 9) > 6 Years to 10 Years | | \$ |
| 10) > 10 Years | | \$ |
| 11) Total Delinquent Receivables \geq \$600.00 (Total of Lines B.1.b.1 thru B.1.b.10) | | \$ |
| c. Total Outstanding Receivables \geq \$600.00 (Total of Lines B.1.a + B.1.b.11) | | \$ |
| 2. Principal Amount \leq \$599.99 | | |
| a. Not Delinquent | | \$ |
| b. Delinquent | | |
| 1) 1-30 Days | | \$ |
| 2) 31-60 Days | | \$ |
| 3) 61-90 Days | | \$ |
| 4) 91-150 Days | | \$ |
| 5) 151-180 Days | | \$ |
| 6) 181-365 Days | | \$ |
| 7) > 1 Year to 2 Years | | \$ |
| 8) > 2 Years to 6 Years | | \$ |
| 9) > 6 Years to 10 Years | | \$ |
| 10) > 10 Years | | \$ |
| 11) Total Delinquent Receivables \leq \$599.99 (Total of Lines B.2.b.1 thru B.2.b.10) | | \$ |
| c. Total Outstanding Receivables \leq \$599.99 (Total of Lines B.2.a + B.2.b.11) | | \$ |
| 3. Total Receivables | | |
| a. Not Delinquent (Lines B.1.a + B.2.a) | | \$ |
| b. Delinquent | | |
| 1) 1-30 Days (Lines B.1.b.1 + B.2.b.1) | | \$ |
| 2) 31-60 Days (Lines B.1.b.2 + B.2.b.2) | | \$ |
| 3) 61-90 Days (Lines B.1.b.3 + B.2.b.3) | | \$ |
| 4) 91-150 Days (Lines B.1.b.4 + B.2.b.4) | | \$ |
| 5) 151-180 Days (Lines B.1.b.5 + B.2.b.5) | | \$ |
| 6) 181-365 Days (Lines B.1.b.6 + B.2.b.6) | | \$ |
| 7) > 1 Year to 2 Years (Lines B.1.b.7 + B.2.b.7) | | \$ |
| 8) > 2 Years to 6 Years (Lines B.1.b.8 + B.2.b.8) | | \$ |
| 9) > 6 Years to 10 Years (Lines B.1.b.9 + B.2.b.9) | | \$ |
| 10) > 10 Years (Lines B.1.b.10 + B.2.b.10) | | \$ |
| 11) Total Delinquent Receivables (B.1.b.10 + B.2.b.10) | | \$ |
| c. Total Outstanding Receivables (Line B.1.c + B.2.c) | | \$ |

ACCOUNTS RECEIVABLE - AMOUNTS WRITTEN OFF DETAIL REPORT

Contractor Name

Sub-Contractor Name

Month Of Report

ASAP ID#[illegible]

INSTRUCTIONS:

This report shall list the cases that make up the total shown on line A.5. - Amounts Written Off - on the Accounts Receivable Summary Report.

Aging shall be based on date of delinquency

ACCOUNTS RECEIVABLE - DEBTS TRANSFERRED TO DHA DETAIL REPORT

Contractor Name

Sub-Contractor Name

Month Of Report

ASAP ID#[illegible]

INSTRUCTIONS:

This report shall list the cases that make up the total shown on line A.6.a - Transferred to DHA - on the Accounts Receivable Summary Report.

Aging shall be based on date of delinquency

ACCOUNTS RECEIVABLE - ENDING OUTSTANDING RECEIVABLE DETAIL REPORT

Contractor Name

Sub-Contractor Name

Month Of Report

ASAP ID#[illegible]

INSTRUCTIONS:

This report shall list the cases that make up the total shown on line A.7. - Ending Receivable on the Accounts Receivable Summary Report.

Aging shall be based on date of delinquency

ACCOUNTS RECEIVABLE - CONTRACT TRANSITION DETAIL REPORT

Contractor Name

Sub-Contractor Name

Month Of Report

ASAP ID#[illegible]

INSTRUCTIONS:

For outgoing contractor - This report shall list the cases that make up the total shown on line A.6.b - Transferred to incoming contractor - on the Accounts Receivable Summary Report

For incoming contractor - This report shall list the cases that make up the total shown on line A.2.b - New receivables from outgoing contractor - on the Accounts Receivable Summary Report

Aging shall be based on date of delinquency

ACCOUNTS RECEIVABLE - SUSPENDED PROVIDERS

Contractor Name
Sub-Contractor

Month Of Report
ASAP ID#

| Accounts Receivable debt by Suspended Providers (do-not-pursue) | | | | | | | |
|--|-------------------|-----------------------|------------------|--------------------------------------|----------------|----------------------------------|----------|
| | Provider/Pharmacy | Date Suspended by DHA | Amount Suspended | Funds Received by Suspended Provider | On A/R Report? | Date funds were forwarded to DHA | Comments |
| 1 | | | | | | | |
| 2 | | | | | | | |
| 3 | | | | | | | |
| 4 | | | | | | | |
| 5 | | | | | | | |
| 6 | | | | | | | |
| 7 | | | | | | | |
| 8 | | | | | | | |
| 9 | | | | | | | |
| 10 | | | | | | | |
| Grand Total | | | \$ - | \$ - | | | |

* Debts referenced above will be reported in their appropriate category on the A/R report where they will continue to be aged.

* Email should be sent to DHA/CRM to report all TRI's impacted by the suspended provider when suspension occurs.

| Accounts Receivable debt related to Suspended Providers (actively pursuing collections) | | | | | | | |
|--|-------------------|-----------------------|------------------|----------------------------|----------------|------------------------------------|---|
| | Provider/Pharmacy | Date Suspended by DHA | Amount Recouping | Date Suspension was lifted | On A/R Report? | Date range of claims being pursued | Amount of funds returned from DHA to contractor |
| 1 | | | | | | | |
| 2 | | | | | | | |
| 3 | | | | | | | |
| 4 | | | | | | | |
| 5 | | | | | | | |
| 6 | | | | | | | |
| 7 | | | | | | | |
| 8 | | | | | | | |
| 9 | | | | | | | |
| 10 | | | | | | | |
| Grand Total | | | \$ - | | | | \$ - |

* Debts referenced above will be reported in their appropriate category on the A/R report where they will continue to be aged.

* Email should be sent to DHA/CRM to report all TRI's impacted by the lift in suspension when it occurs.

A suspended provider will only occur at the direction of DHA Program Integrity Office (PI).
 Additional guidance on suspended providers can be found in the TOM Chapter 13, Section 5.

| CONTRACT DATA REQUIREMENTS LIST (1 Data Item) | | | | | | Form Approved OMB No. 0704-0188 | | | | | | | | |
|---|---|--------------------------------|--|--|---|------------------------------------|--|-------|----------------------|--|---------------------------------|---|----------------------|---|
| The public reporting burden for this collection of information is estimated to average 110 hours per response, including the time for reviewing instructions, searching existing data sources, gathering and maintaining the data needed, and completing and reviewing the collection of information. Send comments regarding this burden estimate or any other aspect of this collection of information, including suggestions for reducing the burden, to the Department of Defense, Executive Services and Communications Directorate (0704-0188). Respondents should be aware that notwithstanding any other provision of law, no person shall be subject to any penalty for failing to comply with a collection of information if it does not display a currently valid OMB control number. Please do not return your form to the above organization. Send completed form to the Government Issuing Contracting Officer for the Contract/PR No. listed in Block E. | | | | | | | | | | | | | | |
| A. CONTRACT LINE ITEM NO. | | B. EXHIBIT | | C. CATEGORY: TDP _____ TM _____ OTHER _____ | | | | | | | | | | |
| D. SYSTEM/ITEM TRICARE Pharmacy Program | | | E. CONTRACT/PR NO. HT940221C0007 | | F. CONTRACTOR Express Scripts, Inc (ESI) | | | | | | | | | |
| 1. DATA ITEM NO. M180 | 2. TITLE OF DATA ITEM Non-Financially Underwritten Bank Cleared Payment Report | | | | 3. SUBTITLE Initial | | | | | | | | | |
| 4. AUTHORITY (Data Acquisition Document No.) N/A | | | 5. CONTRACT REFERENCE CTR G.3.6.6 & CTR G.4.1.2 | | | 6. REQUIRING OFFICE CRM | | | | | | | | |
| 7. DD 250 REQ N/A | 9. DIST STATEMENT REQUIRED D | 10. FREQUENCY See Block 16 | | 12. DATE OF FIRST SUBMISSION See Block 16 | | 14. DISTRIBUTION | | | | | | | | |
| 8. APP CODE N/A | | 11. AS OF DATE See Block 16 | | 13. DATE OF SUBSEQUENT SUBMISSION See Block 16 | | a. ADDRESSEE | | | | | | | | |
| 16. REMARKS FIRST SUBMISSION: Frequency: Monthly Reporting Period Start Date: Start of service delivery Due Date: 5 calendar day after end of reporting period SUBSEQUENT SUBMISSION: CONTINUE FROM FIRST SUBMISSION PHI/PII: Yes FILE FORMAT: Data File (.dat) CONTENT DETAILS: The Contractor shall require their bank to provide, by an electronic transmission, a listing of all payments clearing the account and a listing of all deposits. Banks routinely report payment transactions to corporations. This payment listing may be in the bank's format as long as bank's format includes detailed transaction data to include individual transaction identification (either EFT transaction codes or check numbers) and dollar amount of payment. This will be submitted electronically. Deposits may be daily totals and provided separately from the payments. Payment file layouts with updates provided by the government as required. Attachment A: Check layout Attachment B: EFT/ACH Layout | | | | | | b. COPIES | | | | | | | | |
| | | | | | | Draft | | Final | | | | | | |
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| | | | | | | 15. TOTAL | | | | | | 0 | 0 | 0 |
| | | | | | | G. PREPARED BY Laura E White | | | H. DATE 4/19/2021 | | I. APPROVED BY Henry J Gibbs | | J. DATE 4/19/2021 | |

17. PRICE GROUP

18. ESTIMATED
TOTAL PRICE

Attachment A:**Bank "Check Cashed" File Layout**

```

INTO TABLE TMA_PCR_BANK_IMP_HEADERS
WHEN (1) <> 'H' AND (1) <> 'D' AND (11) = 'T'
FIELDS OPTIONALLY ENCLOSED BY '"' TRAILING NULLCOLS
(
    BANK_ACCT_NUMBER POSITION(01:10) CHAR "rtrim(:bank_acct_number)",
    RECORD_COUNT      POSITION(14:23) INTEGER EXTERNAL,
    TOTAL_AMOUNT      POSITION(24:35) DECIMAL EXTERNAL ":total_amount/100"
)
INTO TABLE TMA_PCR_BANK_IMP_DETAILS
WHEN (1) <> 'H' AND (1) <> 'D' AND (11) = ' '
FIELDS OPTIONALLY ENCLOSED BY '"' TRAILING NULLCOLS
(
    BANK_ACCT_NUMBER      POSITION(01:10) CHAR "rtrim(:bank_acct_number)",
    CHECK_NUMBER          POSITION(14:23) CHAR,
    AMOUNT_PAID           POSITION(24:35) DECIMAL EXTERNAL ":amount_paid/100",
    PAID_DATE             POSITION(36:43) DATE "MMDDYYYY"
"DECODE(:paid_date,'00000000',NULL,'99999999',NULL,:paid_date)"
)

```

Note: A Trailer Record must be included after the details per each bank account number.

* On detailed record paid amount should be right justified, left zero filled.

Attachment B:**BAI – EFT/ACH Payment Layout**

The Standard BAI Format should be utilized with the specific requirements listed below for ACH (EFT) Payments:

Record Type 01: File Header

File header marks the beginning of a file. It identifies the sender and the receiver of the transmission, and it describes the structure of the file.

Example:

01,Bank Name,Contractor,180101,0830,100000,100,1,2/

Record Type 02: Group Header

Group header identifies a group of accounts, all of which are from the same originator and include the same As-of-Date.

Example:

02,Contractor,0000000000,1,180101,,USD,/

Record Type 03: Account Identifier and Summary Status

Record identifies the account number and reports summary and status information. Summary information may be accompanied by an item count and fund availability distribution. Must be used to identify each account.

Example:

03,Cust Acct Number,USD,140,0000000000,00000,,450,0,0,/

Record Type 16: Transaction Detail

Transactions will be reported on a Record Type **16** using Transaction Codes **169** (Miscellaneous ACH Credit) or **469** (Miscellaneous ACH Debit) and the **Unique Customer Identifier** in Field 8 of the Record Type 16. The Bank will receive the **Unique Customer ID** from the **Contractor** within their Standard **NACHA** file Record Type 6, Field 7, Position 40-54. This data must be passed to DHA in the prescribed fields to allow for reconciliation processing. All other record types in the BAI files should be standard.

Example:

16,169,Amount,Fund Type,Date,,BANK_REF_NUMBER,Unique_Cust_ID_Num/
88,Misc TEXT Continuing Record.

16,169,10000,V,180101,,0000000000000000,0000000000/
88,ABA: 000000000; Acct: 000000000000; Recv ID: 0000000000; Recv Name: ABC Company

Record Type 88: Continuation Record

If the data in any type of record exceed the physical record size, or if dividing the record is desirable for any other reason, an 88 record allows the data to continue in the same format.

Example:

88,ABA: 000000000; Acct: 000000000000; Recv ID: 0000000000; Recv Name: ABC Company

Record Type 49: Account Trailer

There must be one 49 record for each 03 record. All 16 and 88 records between the 03 record and the 49 record refer to the account identified in the 03 record.

Example:

49,+1250000000,25000/

Record Type 98: Group Trailer

There must be one 98 record for each 02 record.

Example:

98,+6000000000,2,103000/

Record Type 99: File Trailer

There must be one 99 record for each file. The 99 record indicates the end of the logical file.

Example:

99,+6000000000,1,100000/

* On detailed record paid amount should be right justified, left zero filled.

| CONTRACT DATA REQUIREMENTS LIST (1 Data Item) | | | | | | Form Approved OMB No. 0704-0188 | | | | | | | | |
|---|--|--------------------------------|--------------------------------------|--|---|------------------------------------|--|-----------|----------------------|--|---------------------------------|---|----------------------|---|
| The public reporting burden for this collection of information is estimated to average 110 hours per response, including the time for reviewing instructions, searching existing data sources, gathering and maintaining the data needed, and completing and reviewing the collection of information. Send comments regarding this burden estimate or any other aspect of this collection of information, including suggestions for reducing the burden, to the Department of Defense, Executive Services and Communications Directorate (0704-0188). Respondents should be aware that notwithstanding any other provision of law, no person shall be subject to any penalty for failing to comply with a collection of information if it does not display a currently valid OMB control number. Please do not return your form to the above organization. Send completed form to the Government Issuing Contracting Officer for the Contract/PR No. listed in Block E. | | | | | | | | | | | | | | |
| A. CONTRACT LINE ITEM NO. | | B. EXHIBIT | | C. CATEGORY: TDP _____ TM _____ OTHER _____ | | | | | | | | | | |
| D. SYSTEM/ITEM TRICARE Pharmacy Program | | | E. CONTRACT/PR NO. HT940221C0007 | | F. CONTRACTOR Express Scripts, Inc (ESI) | | | | | | | | | |
| 1. DATA ITEM NO. M190 | 2. TITLE OF DATA ITEM Bank Account Statement Report | | | | 3. SUBTITLE Initial | | | | | | | | | |
| 4. AUTHORITY (Data Acquisition Document No.) N/A | | | 5. CONTRACT REFERENCE CTR G.3.6.6 | | 6. REQUIRING OFFICE CRM | | | | | | | | | |
| 7. DD 250 REQ N/A | 9. DIST STATEMENT REQUIRED D | 10. FREQUENCY See Block 16 | | 12. DATE OF FIRST SUBMISSION See Block 16 | | 14. DISTRIBUTION | | | | | | | | |
| 8. APP CODE N/A | | 11. AS OF DATE See Block 16 | | 13. DATE OF SUBSEQUENT SUBMISSION See Block 16 | | a. ADDRESSEE | | b. COPIES | | | | | | |
| 16. REMARKS FIRST SUBMISSION: Frequency: Monthly Reporting Period Start Date: Start of service delivery Due Date: 30 calendar days after end of reporting period SUBSEQUENT SUBMISSION: CONTINUE FROM FIRST SUBMISSION PHI/PII: No FILE FORMAT: PDF CONTENT DETAILS: This report may be pages from the standard bank statement provided by the bank or may be an Internet access but must be from the bank. The Contractor shall provide a report/statement, created by their bank, each month that includes the following information: Beginning Balance in the account(s) Total payments Total deposits Total adjustments (if applicable) Ending Balance in the account(s) Reports shall be submitted electronically through the Extranet/PAT system. | | | | | | Draft | | Final | | | | | | |
| | | | | | | | | | | | | | | |
| | | | | | | Submit through the | | | | | | | | |
| | | | | | | DHA e-Commerce | | | | | | | | |
| | | | | | | Extranet. | | | | | | | | |
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| | | | | | | 15. TOTAL | | | | | | 0 | 0 | 0 |
| | | | | | | G. PREPARED BY Laura E White | | | H. DATE 4/19/2021 | | I. APPROVED BY Henry J Gibbs | | J. DATE 4/19/2021 | |

17. PRICE GROUP

18. ESTIMATED
TOTAL PRICE

| CONTRACT DATA REQUIREMENTS LIST (1 Data Item) | | | | | | Form Approved OMB No. 0704-0188 | | | |
|---|---|--------------------------------|--|--|---|------------------------------------|-----------------------|-----------|--|
| The public reporting burden for this collection of information is estimated to average 110 hours per response, including the time for reviewing instructions, searching existing data sources, gathering and maintaining the data needed, and completing and reviewing the collection of information. Send comments regarding this burden estimate or any other aspect of this collection of information, including suggestions for reducing the burden, to the Department of Defense, Executive Services and Communications Directorate (0704-0188). Respondents should be aware that notwithstanding any other provision of law, no person shall be subject to any penalty for failing to comply with a collection of information if it does not display a currently valid OMB control number. Please do not return your form to the above organization. Send completed form to the Government Issuing Contracting Officer for the Contract/PR No. listed in Block E. | | | | | | | | | |
| A. CONTRACT LINE ITEM NO. | | B. EXHIBIT | | C. CATEGORY: TDP _____ TM _____ OTHER <u>Performance Report</u> | | | | | |
| D. SYSTEM/ITEM TRICARE Pharmacy Program | | | E. CONTRACT/PR NO. HT940221C0007 | | F. CONTRACTOR Express Scripts, Inc (ESI) | | | | |
| 1. DATA ITEM NO. M200 | 2. TITLE OF DATA ITEM Benefit Design and Formulary Search Tool Changes | | | | 3. SUBTITLE REV on 03/01/2023 | | | | |
| 4. AUTHORITY (Data Acquisition Document No.) | | | 5. CONTRACT REFERENCE CTR C.7.1.6 & CTR C.9.4.9.1 | | | 6. REQUIRING OFFICE Pharm Ops | | | |
| 7. DD 250 REQ N/A | 9. DIST STATEMENT REQUIRED D | 10. FREQUENCY See Block 16 | | 12. DATE OF FIRST SUBMISSION See Block 16 | | 14. DISTRIBUTION | | | |
| 8. APP CODE N/A | | 11. AS OF DATE See Block 16 | | 13. DATE OF SUBSEQUENT SUBMISSION See Block 16 | | a. ADDRESSEE | | b. COPIES | |
| 16. REMARKS FIRST SUBMISSION Frequency: Monthly Reporting Period Start Date: Start of service delivery Due Date: 10 calendar days after end of reporting period SUBSEQUENT SUBMISSION: CONTINUE FROM FIRST SUBMISSION PHI/PII: No FILE FORMAT: Microsoft Excel CONTENT DETAILS: The Contractor shall document all benefit design changes and all changes made to the Formulary Search Tool (FST) and the expected outcomes. Documentation will include: - Date of DHA Request (P&T minutes signed or guidance received by DHA) - Scheduled Date of Change - Actual Date of Change - Applicability (Adjudication or FST) (e.g. Does change impact adjudication or FST or both) - Drug (HICL level or NDC depending on how the rule is built) - Formulary Change - Preferred Alternative Change - Manual PA load/term for new/current users - Prior Authorization Change (add or remove criteria or other updates) - Medical Necessity Change (add or remove criteria or other updates) - Step Therapy Change (add or remove criteria or other updates) - Quantity Limit and Day Supply Rules (add or remove criteria or other updates) - Quantity Limit and Day Supply Coverage Review - Drug List Change (example: copay, MHS, OTC, BCF, etc.) - Drug Coverage Change (example: covered/not covered, covered in patients - age/gender, refills not covered, etc.) - Miscellaneous Change - Specific Instructions (as provided by DHA to ESI) - Source of Instructions (email, P&T minutes, policy, COR direction, etc.) - Note Change in FST (e.g. Custom PA, Step Therapy, day supply, quantity limit or miscellaneous messages) - Expected Outcomes - Type of Change (P&T, Others) (Continued on page 2) | | | | | | Draft | | Final | |
| | | | | | | By email to COR | | | |
| | | | | | | and all other | | | |
| | | | | | | individuals | | | |
| | | | | | | designated by the | | | |
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| | | | | | | 15. TOTAL | | | |
| G. PREPARED BY Eugene Moore | | | H. DATE 03/01/2023 | | I. APPROVED BY Henry J Gibbs | | J. DATE 03/01/2023 | | |

17. PRICE GROUP

18. ESTIMATED
TOTAL PRICE

CONTRACT DATA REQUIREMENTS LIST*(1 Data Item)*

| | | | |
|---|-------------------------------------|--|--|
| A. CONTRACT LINE ITEM NO. | B. EXHIBIT | C. CATEGORY: TDP ____ TM ____ OTHER <u>Performance Report</u> | |
| D. SYSTEM/ITEM TRICARE Pharmacy Program | E. CONTRACT/PR NO. HT940221C0007 | F. CONTRACTOR Express Scripts, Inc (ESI) | |
| 16. REMARKS <i>(Continued)</i> | | | |
| <p>Errors:</p> <ul style="list-style-type: none"> - Benefit Design Error or FST Error? - Contractor Reported Error (Y/N) - Date Error Occurred - Date Error Was Reported to the Government - Date Error Discovered - Date Error Corrected - Corrective Action (Y/N) <p>Definitions tab</p> | | | |

| CONTRACT DATA REQUIREMENTS LIST (1 Data Item) | | | | | | Form Approved OMB No. 0704-0188 | |
|--|---|--------------------------------|--|--|--|------------------------------------|-----------------------|
| The public reporting burden for this collection of information is estimated to average 110 hours per response, including the time for reviewing instructions, searching existing data sources, gathering and maintaining the data needed, and completing and reviewing the collection of information. Send comments regarding this burden estimate or any other aspect of this collection of information, including suggestions for reducing the burden, to the Department of Defense, Executive Services and Communications Directorate (0704-0188). Respondents should be aware that notwithstanding any other provision of law, no person shall be subject to any penalty for failing to comply with a collection of information if it does not display a currently valid OMB control number. Please do not return your form to the above organization. Send completed form to the Government Issuing Contracting Officer for the Contract/PR No. listed in Block E. | | | | | | | |
| A. CONTRACT LINE ITEM NO. | | B. EXHIBIT | | C. CATEGORY: TDP _____ TM _____ OTHER _____ | | | |
| D. SYSTEM/ITEM TRICARE Pharmacy Program | | | E. CONTRACT/PR NO. HT940221C0007 | | F. CONTRACTOR Express Scripts, Inc (ESI) | | |
| 1. DATA ITEM NO. M210 | 2. TITLE OF DATA ITEM Compound Prescription Report | | | 3. SUBTITLE REV on 10/12/2022 | | | |
| 4. AUTHORITY (Data Acquisition Document No.) | | | 5. CONTRACT REFERENCE CTR C.7.7.1 | | 6. REQUIRING OFFICE Pharm Ops | | |
| 7. DD 250 REQ N/A | 9. DIST STATEMENT REQUIRED | 10. FREQUENCY See Block 16 | 12. DATE OF FIRST SUBMISSION See Block 16 | | 14. DISTRIBUTION | | |
| 8. APP CODE N/A | D | 11. AS OF DATE See Block 16 | 13. DATE OF SUBSEQUENT SUBMISSION See Block 16 | | a. ADDRESSEE | | |
| | | | | b. COPIES | | | |
| 16. REMARKS: FIRST SUBMISSION: Frequency: Monthly Reporting Period Start Date: Start of service delivery Due Date: 20 calendar days after end of reporting period SUBSEQUENT SUBMISSION: CONTINUE FROM FIRST SUBMISSION PHI/PII: No FILE FORMAT: Microsoft Excel CONTENT DETAILS: The report shall assess the use of compounded medications, their associated costs and utilization at Purchased Care and MTF pharmacies. The report shall provide, at a minimum, the following information for the previous calendar month: - Plan cost vs. Rx count utilization trend - Average Rx cost utilization trend - Summary of top 20 MTF pharmacies with highest plan costs and comparison to remaining MTF population - Summary of top 20 Purchased Care pharmacies with highest plan costs and comparison to remaining Purchased Care population - Summary of ingredients for Purchased Care (drug name, unique utilizers, Rx count, number of dispensing pharmacies, total disp qty, total cost, etc.) with rank comparison from previous month - Summary of ingredients for MTF (drug name, unique utilizers, Rx count, number of dispensing pharmacies, total disp qty, total cost, etc.) with rank comparison from previous month Claim Detail: - Payment anomalies (no override) - Payment anomalies (with override) - Rejections due to benefit design (PA or QLL) | | | | | Submit through the DHA e-Commerce Extranet. (Per TOM C14) | | |
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| | | | | | 15. TOTAL → 0 0 0 | | |
| G. PREPARED BY Fakhrudin A Valibhai | | | H. DATE 10/12/2022 | | I. APPROVED BY Henry J Gibbs | | J. DATE 10/12/2022 |

17. PRICE GROUP

18. ESTIMATED
TOTAL PRICE

| CONTRACT DATA REQUIREMENTS LIST (1 Data Item) | | | | | | Form Approved OMB No. 0704-0188 | | | | | | | | |
|---|--|--------------------------------|---|--|---|------------------------------------|--------------------|-----------|----------------------|--|---------------------------------|---|----------------------|---|
| <p>The public reporting burden for this collection of information is estimated to average 110 hours per response, including the time for reviewing instructions, searching existing data sources, gathering and maintaining the data needed, and completing and reviewing the collection of information. Send comments regarding this burden estimate or any other aspect of this collection of information, including suggestions for reducing the burden, to the Department of Defense, Executive Services and Communications Directorate (0704-0188). Respondents should be aware that notwithstanding any other provision of law, no person shall be subject to any penalty for failing to comply with a collection of information if it does not display a currently valid OMB control number. Please do not return your form to the above organization. Send completed form to the Government Issuing Contracting Officer for the Contract/PR No. listed in Block E.</p> | | | | | | | | | | | | | | |
| A. CONTRACT LINE ITEM NO. | | B. EXHIBIT N/A | | C. CATEGORY: TDP _____ TM _____ OTHER <u>Performance Report</u> | | | | | | | | | | |
| D. SYSTEM/ITEM TRICARE Pharmacy Program | | | E. CONTRACT/PR NO. HT940221C0007 | | F. CONTRACTOR Express Scripts, Inc (ESI) | | | | | | | | | |
| 1. DATA ITEM NO. M220 | 2. TITLE OF DATA ITEM PDMP MHS User Overview Report | | | | 3. SUBTITLE Initial | | | | | | | | | |
| 4. AUTHORITY (Data Acquisition Document No.) N/A | | | 5. CONTRACT REFERENCE CTR C.8.12.3.4 | | 6. REQUIRING OFFICE Pharm Ops | | | | | | | | | |
| 7. DD 250 REQ N/A | 9. DIST STATEMENT REQUIRED | 10. FREQUENCY See Block 16 | | 12. DATE OF FIRST SUBMISSION See Block 16 | | 14. DISTRIBUTION | | | | | | | | |
| 8. APP CODE N/A | D | 11. AS OF DATE See Block 16 | | 13. DATE OF SUBSEQUENT SUBMISSION See Block 16 | | a. ADDRESSEE | | b. COPIES | | | | | | |
| | | | | | | Draft | Final Reg Repro | | | | | | | |
| 16. REMARKS FIRST SUBMISSION: Frequency: Monthly Reporting Period Start Date: Start of service delivery Due Date: 10 calendar days after end of reporting period SUBSEQUENT SUBMISSION: CONTINUE FROM FIRST SUBMISSION PHI/PII: No FILE FORMAT: Microsoft Excel CONTENT DETAILS: This report shall track activity of MHS users to utilize and provide information to the PDMP exchange. In addition to the current reporting period, the report shall include data for all prior months within the current option period. Summary Level data - New registrations - Total Number of registered MHS Users - Number of Active Users - Number of inactive users - % of users who have logged in - Total unique logins - Average logins per active user - Average # of queries per user - Total # of MHS searches by state/territory PDMPs - Total # of MHS searches by integrated systems Summary Level data: State Search - Number of searches by state/by month (returned data and no data) - Total number of searches by month - Total number of searches by state - Number of searched by integrated system/by month (returned data and no data) - Total number of searches by month - Total number of searches by integrated system The report shall include: - Description and intention of report, including the methodology and assumptions utilized to generate the report - Definitions tab, including example - Reporting period - Date report generated | | | | | | Submit through the | | | | | | | | |
| | | | | | | DHA e-Commerce | | | | | | | | |
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| | | | | | | 15. TOTAL | | | | | | 0 | 0 | 0 |
| | | | | | | G. PREPARED BY Melissa J Yates | | | H. DATE 4/19/2021 | | I. APPROVED BY Henry J Gibbs | | J. DATE 4/19/2021 | |

17. PRICE GROUP

18. ESTIMATED
TOTAL PRICE

CONTRACT DATA REQUIREMENTS LIST

(1 Data Item)

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| A. CONTRACT LINE ITEM NO. | B. EXHIBIT N/A | C. CATEGORY: TDP _____ TM _____ OTHER <u>Performance Report</u> |
| D. SYSTEM/ITEM TRICARE Pharmacy Program | E. CONTRACT/PR NO. | F. CONTRACTOR |

16. REMARKS (Continued)

The report shall be submitted in tabular form, including the following:

- Reporting month restrictions:
 - Summary of requests: added, removed, modified, overrides & reinstatements
 - Essential Fields
 - Request Date
 - Requestor
 - Type of Request
 - Request Details
- Beneficiary program restrictions to date (ADD: inactive beneficiaries do not have to be listed in the Master File)
 - Summary of restrictions: active and inactive
 - Essential Fields
 - Restriction Status
- Non-restricted candidates:
 - Summary of non-restricted candidates
 - Beneficiary Name
 - Beneficiary DoD ID Number
 - Beneficiary DOB
 - Generic ID (for non PHI/PII communications)
 - Beneficiary Category
 - Nomination Date
 - Enrolled Site
 - Previously Nominated (yes/no)
 - # of Previous Nominations
 - Contractor-specific referral criteria
 - MTF Response
- Non-compliant beneficiaries (non-compliant claims during reporting month):
 - Summary of DUR status: filled/claims not reversed and not filled/claims reversed based on Contractor's verbiage and definitions
 - Essential Fields
 - Reason for non-compliance (pharmacy, provider or both)
 - Status of DUR
 - Point of Service
 - Rx#
 - DEA Class
 - Date Dispensed/Rejected
 - New or Refill
 - Quantity
 - Days Supply
 - Drug/Strength/Form
 - Dispensing MTF Site
 - Dispensing Pharmacy Name
 - Dispensing Pharmacy NPI number
 - Prescribing Provider Name
 - Prescribing Provider Specialty
 - Prescribing Provider NPI number
 - Prescribing Provider DEA number
 - Number of transactions

Continued on page 3

CONTRACT DATA REQUIREMENTS LIST

(1 Data Item)

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| A. CONTRACT LINE ITEM NO. | B. EXHIBIT N/A | C. CATEGORY: TDP _____ TM _____ OTHER <u>Performance Report</u> |
| D. SYSTEM/ITEM TRICARE Pharmacy Program | E. CONTRACT/PR NO. | F. CONTRACTOR |

16. REMARKS (Continued)

- MTF prescribers that write for restricted beneficiaries that are not restricted to them (reporting month)

- Prescribing Provider Name
- Prescribing Provider NPI
- Essential Fields
- Status of DUR
- Point of Service
- Rx#
- DEA Class
- Date Dispensed/Rejected
- New or Refill
- Quantity
- Days Supply
- Drug/Strength/Form
- Dispensing MTF Site
- Dispensing Pharmacy Name
- Dispensing Pharmacy NPI

- MTF prescribers writing a high volume of Schedule II-V prescriptions (reporting month)

- Prescribing Provider Name
- Prescribing Provider NPI
- Prescribing Provider Specialty
- Dispensing MTF Site
- Dispensing MTF Site Branch of Service
- Contractor-specific referral criteria

The report shall include:

- Description and intention of report, including the methodology and assumptions utilized to generate the report
- Definitions tab, including examples and Contractor-specific verbiage
- Reporting period
- Date report generated
- Change log to include change type, description of change, date identified, originator of change, and revision date

| CONTRACT DATA REQUIREMENTS LIST (1 Data Item) | | | | | | Form Approved OMB No. 0704-0188 | | |
|---|--|--------------------------------|---|---|----------------------------------|------------------------------------|-----------------------|-----------|
| The public reporting burden for this collection of information is estimated to average 110 hours per response, including the time for reviewing instructions, searching existing data sources, gathering and maintaining the data needed, and completing and reviewing the collection of information. Send comments regarding this burden estimate or any other aspect of this collection of information, including suggestions for reducing the burden, to the Department of Defense, Executive Services and Communications Directorate (0704-0188). Respondents should be aware that notwithstanding any other provision of law, no person shall be subject to any penalty for failing to comply with a collection of information if it does not display a currently valid OMB control number. Please do not return your form to the above organization. Send completed form to the Government Issuing Contracting Officer for the Contract/PR No. listed in Block E. | | | | | | | | |
| A. CONTRACT LINE ITEM NO. | | B. EXHIBIT N/A | | C. CATEGORY: Performance Report TDP _____ TM _____ OTHER _____ | | | | |
| D. SYSTEM/ITEM TRICARE Pharmacy Program | | | E. CONTRACT/PR NO. | | F. CONTRACTOR | | | |
| 1. DATA ITEM NO. M231 | 2. TITLE OF DATA ITEM Prescription Monitoring Program Report - MCSC | | | | 3. SUBTITLE REV on 12/16/2021 | | | |
| 4. AUTHORITY (Data Acquisition Document No.) N/A | | | 5. CONTRACT REFERENCE CTR C.8.12.1.12 & CTR C.8.12.2.3 | | 6. REQUIRING OFFICE Pharm Ops | | | |
| 7. DD 250 REQ N/A | 9. DIST STATEMENT REQUIRED D | 10. FREQUENCY See Block 16 | 12. DATE OF FIRST SUBMISSION See Block 16 | 14. DISTRIBUTION | | | | |
| 8. APP CODE N/A | | 11. AS OF DATE See Block 16 | 13. DATE OF SUBSEQUENT SUBMISSION See Block 16 | a. ADDRESSEE | | b. COPIES | | |
| | | | | | | Draft | Fina 1 | |
| 16. REMARKS FIRST SUBMISSION Frequency: Monthly Reporting Period Start Date: Start of service delivery Due Date: 15 calendar days after end of reporting period SUBSEQUENT SUBMISSION: CONTINUE FROM FIRST SUBMISSION PHI/PII: Yes FILE FORMAT: Microsoft Excel CONTENT DETAILS: The Contractor shall provide a monthly summary of all assigned beneficiaries restricted in the MCSC's area of responsibility. The reports shall be broken out by MCSC, in addition to Master file. The Government reserves the right to make modifications to the report requirements after the first submission. The data shall include the fields requested below. The Contractor may rename fields on their deliverable as long as all required information is included. Renamed fields should be mapped to the original name on the Definitions tab. "Essential Fields" defined for use in subsequent tabs: <ul style="list-style-type: none"> • Beneficiary Name • Beneficiary DoD ID Number • Beneficiary Date of Birth (DOB) • Generic ID (for non PHI/PII communications) • Beneficiary Category • Restriction Start Date • Restriction Removal Date • Restriction Type • Restriction Details • Restriction POC • Restricting MCSC Region • Authorized Pharmacy Name(s) - if applicable • Authorized Pharmacy NPI(s) - if applicable • Authorized Provider Name(s) - if applicable • Authorized Provider DEA(s) - if applicable • Authorized Provider NPI(s) - if applicable • Authorized Hospital - if applicable Continued on page 2 | | | | Secure delivery to designated points of contact for each MCSC. Master File uploaded to FTP server provided by the Government. | | | | |
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| G. PREPARED BY Eugene Moore | | | H. DATE 12/16/2021 | | I. APPROVED BY Henry J Gibbs | | J. DATE 12/16/2021 | |

17. PRICE GROUP

18. ESTIMATED
TOTAL PRICE

CONTRACT DATA REQUIREMENTS LIST

(1 Data Item)

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| A. CONTRACT LINE ITEM NO. | B. EXHIBIT N/A | C. CATEGORY: TDP _____ TM _____ OTHER <u>Performance Report</u> |
| D. SYSTEM/ITEM TRICARE Pharmacy Program | E. CONTRACT/PR NO. | F. CONTRACTOR |

16. REMARKS (Continued)

The report shall be submitted in tabular form, including the following:

- Reporting month restrictions:
 - Summary of requests: added, removed, modified, overrides & reinstatements
 - Essential Fields
 - Request Date
 - Requestor
 - Type of Request
 - Request Details
- Beneficiary program restrictions to date (ADD: inactive beneficiaries do not have to be listed in the Master File)
 - Summary of restrictions: active and inactive
 - Essential Fields
 - Restriction Status
- Non-restricted candidates:
 - Summary of non-restricted candidates
 - Beneficiary Name
 - Beneficiary DoD ID Number
 - Beneficiary DOB
 - Generic ID (for non PHI/PII communications)
 - Beneficiary Category
 - Nomination Date
 - Enrolled Site
 - Previously Nominated (yes/no)
 - # of Previous Nominations
 - Contractor-specific referral criteria
 - MCSC Response
- Non-compliant beneficiaries (non-compliant claims during reporting month): *
 - Summary of DUR status: filled/claims not reversed and not filled/claims reversed based on Contractor's verbiage and definitions
 - Essential Fields
 - Reason for non-compliance (pharmacy, provider, both or 100% payment)
 - Status of DUR
 - Point of Service
 - Rx#
 - DEA Class
 - Date Dispensed/Rejected
 - New or Refill
 - Quantity
 - Days Supply
 - Drug/Strength/Form
 - Dispensing MTF Site
 - Dispensing Pharmacy Name
 - Dispensing Pharmacy NPI number
 - Prescribing Provider Name
 - Prescribing Provider Specialty
 - Prescribing Provider NPI number
 - Prescribing Provider DEA number
 - Number of transactions

Continued on page 3

CONTRACT DATA REQUIREMENTS LIST*(1 Data Item)*

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|--|--------------------|--|
| A. CONTRACT LINE ITEM NO. | B. EXHIBIT N/A | C. CATEGORY: TDP _____ TM _____ OTHER <u>Performance Report</u> |
| D. SYSTEM/ITEM TRICARE Pharmacy Program | E. CONTRACT/PR NO. | F. CONTRACTOR |

16. REMARKS *(Continued)*

The report shall include:

- Description and intention of report, including the methodology and assumptions utilized to generate the report
- Definitions tab, including examples and Contractor-specific verbiage
- Reporting period
- Date report generated
- Change log to include change type, description of change, date identified, originator of change, and revision date

| CONTRACT DATA REQUIREMENTS LIST (1 Data Item) | | | | | | Form Approved OMB No. 0704-0188 | | | | | | | | |
|--|---|--------------------------------|---|--|---|--|--|-----------|----------------------|--|---------------------------------|---|----------------------|---|
| The public reporting burden for this collection of information is estimated to average 110 hours per response, including the time for reviewing instructions, searching existing data sources, gathering and maintaining the data needed, and completing and reviewing the collection of information. Send comments regarding this burden estimate or any other aspect of this collection of information, including suggestions for reducing the burden, to the Department of Defense, Executive Services and Communications Directorate (0704-0188). Respondents should be aware that notwithstanding any other provision of law, no person shall be subject to any penalty for failing to comply with a collection of information if it does not display a currently valid OMB control number. Please do not return your form to the above organization. Send completed form to the Government Issuing Contracting Officer for the Contract/PR No. listed in Block E. | | | | | | | | | | | | | | |
| A. CONTRACT LINE ITEM NO. | | B. EXHIBIT | | C. CATEGORY: TDP _____ TM _____ OTHER _____ | | | | | | | | | | |
| D. SYSTEM/ITEM TRICARE Pharmacy Program | | | E. CONTRACT/PR NO. HT940221C0007 | | F. CONTRACTOR Express Scripts, Inc (ESI) | | | | | | | | | |
| 1. DATA ITEM NO. M240 | 2. TITLE OF DATA ITEM Retail Refund Dispute Report | | | | 3. SUBTITLE Initial | | | | | | | | | |
| 4. AUTHORITY (Data Acquisition Document No.) | | | 5. CONTRACT REFERENCE CTR C.10.1.3.2 | | 6. REQUIRING OFFICE Pharm Ops | | | | | | | | | |
| 7. DD 250 REQ N/A | 9. DIST STATEMENT REQUIRED D | 10. FREQUENCY See Block 16 | | 12. DATE OF FIRST SUBMISSION See Block 16 | | 14. DISTRIBUTION | | | | | | | | |
| 8. APP CODE N/A | | 11. AS OF DATE See Block 16 | | 13. DATE OF SUBSEQUENT SUBMISSION See Block 16 | | a. ADDRESSEE | | b. COPIES | | | | | | |
| 16. REMARKS FIRST SUBMISSION: Frequency: Monthly (Initially submit every other week on Friday until further notified. The bi-weekly submission will need to be submitted into the monthly period in which the bi-weekly due dates occur.) Reporting Period Start Date: Start of service delivery Due Date: For bi-weekly, 3 days after the end of the reporting period. For monthly, 15 days after end of reporting period SUBSEQUENT SUBMISSION: CONTINUE FROM FIRST SUBMISSION PHI/PII: No FILE FORMAT: Microsoft Excel CONTENT DETAILS: The report shall provide a summary of researched or audited claims to resolve manufacturer disputes in support of the TRICARE Retail Refunds Program. The report shall provide, at a minimum, the following information: - Retail Disputes Summary including (File Summary, Summary Updates, Open Issue Log Items and Claim Summary, etc.) - Claim Count Summary including a summary of the files received (along with claims received, claims not reported, closed audit, etc.) - Audit claim report overview (audit comments, audit date, claim number, brand name, dispense date, Rx number, Qty, day supply, audit action, code label, new audit number, other coverage code, etc.) - Overview of codes and terms used - Issue log (item, date opened, priority, status, owner, description, latest update, required action, etc.) | | | | | | Submit through the DHA e-Commerce Extranet. (Per TOM C14) | | | | | | | | |
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| | | | | | | G. PREPARED BY Melanie F Richardson | | | H. DATE 4/19/2021 | | I. APPROVED BY Henry J Gibbs | | J. DATE 4/19/2021 | |

17. PRICE GROUP

18. ESTIMATED
TOTAL PRICE

| CONTRACT DATA REQUIREMENTS LIST (1 Data Item) | | | | | | Form Approved OMB No. 0704-0188 | | | | | | | | |
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| The public reporting burden for this collection of information is estimated to average 110 hours per response, including the time for reviewing instructions, searching existing data sources, gathering and maintaining the data needed, and completing and reviewing the collection of information. Send comments regarding this burden estimate or any other aspect of this collection of information, including suggestions for reducing the burden, to the Department of Defense, Executive Services and Communications Directorate (0704-0188). Respondents should be aware that notwithstanding any other provision of law, no person shall be subject to any penalty for failing to comply with a collection of information if it does not display a currently valid OMB control number. Please do not return your form to the above organization. Send completed form to the Government Issuing Contracting Officer for the Contract/PR No. listed in Block E. | | | | | | | | | | | | | | |
| A. CONTRACT LINE ITEM NO. | | B. EXHIBIT | | C. CATEGORY: TDP _____ TM _____ OTHER _____ | | | | | | | | | | |
| D. SYSTEM/ITEM TRICARE Pharmacy Program | | | E. CONTRACT/PR NO. HT940221C0007 | | F. CONTRACTOR Express Scripts, Inc (ESI) | | | | | | | | | |
| 1. DATA ITEM NO. M250 | 2. TITLE OF DATA ITEM Employee Access to DoD IS/Networks Report | | | | 3. SUBTITLE Initial | | | | | | | | | |
| 4. AUTHORITY (Data Acquisition Document No.) | | | 5. CONTRACT REFERENCE TSM C1 S1.1 | | 6. REQUIRING OFFICE Personnel Security Branch | | | | | | | | | |
| 7. DD 250 REQ N/A | 9. DIST STATEMENT REQUIRED D | 10. FREQUENCY See Block 16 | | 12. DATE OF FIRST SUBMISSION See Block 16 | | 14. DISTRIBUTION | | | | | | | | |
| 8. APP CODE N/A | | 11. AS OF DATE See Block 16 | | 13. DATE OF SUBSEQUENT SUBMISSION See Block 16 | | a. ADDRESSEE | | b. COPIES | | | | | | |
| 16. REMARKS FIRST SUBMISSION: Frequency: Monthly Reporting Period Start Date: Start of service delivery Due Date: 10 calendar days after end of the reporting period SUBSEQUENT SUBMISSION: CONTINUE FROM FIRST SUBMISSION PHI/PII: Yes FILE FORMAT: Microsoft Excel CONTENT DETAILS: Conduct a monthly review of all contractor employees who have been granted access to DoD IS/networks to verify that continued access is required. Provide a report of the review findings identifying changes to contractor employee access requirements to include: Name DoD ID Number from CAC Date of Birth Company IS/Network for which access if no longer required Date access should be terminated | | | | | | Draft | | Final | | | | | | |
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| | | | | | | G. PREPARED BY Caroll J Palmer Jr | | | H. DATE 4/19/2021 | | I. APPROVED BY Henry J Gibbs | | J. DATE 4/19/2021 | |

17. PRICE GROUP

18. ESTIMATED
TOTAL PRICE

| CONTRACT DATA REQUIREMENTS LIST (1 Data Item) | | | | | | Form Approved OMB No. 0704-0188 | | | | | | |
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| The public reporting burden for this collection of information is estimated to average 110 hours per response, including the time for reviewing instructions, searching existing data sources, gathering and maintaining the data needed, and completing and reviewing the collection of information. Send comments regarding this burden estimate or any other aspect of this collection of information, including suggestions for reducing the burden, to the Department of Defense, Executive Services and Communications Directorate (0704-0188). Respondents should be aware that notwithstanding any other provision of law, no person shall be subject to any penalty for failing to comply with a collection of information if it does not display a currently valid OMB control number. Please do not return your form to the above organization. Send completed form to the Government Issuing Contracting Officer for the Contract/PR No. listed in Block E. | | | | | | | | | | | | |
| A. CONTRACT LINE ITEM NO. | | B. EXHIBIT N/A | | C. CATEGORY: TDP _____ TM _____ OTHER _____ Performance Report | | | | | | | | |
| D. SYSTEM/ITEM TRICARE Pharmacy Program | | | E. CONTRACT/PR NO. HT940221C0007 | | F. CONTRACTOR Express Scripts, Inc (ESI) | | | | | | | |
| 1. DATA ITEM NO. Q010 | 2. TITLE OF DATA ITEM Clinical and Admin Review Report | | | | 3. SUBTITLE REV on 03/23/2022 | | | | | | | |
| 4. AUTHORITY (Data Acquisition Document No.) | | | 5. CONTRACT REFERENCE CTR C.8.7.16 | | 6. REQUIRING OFFICE Pharm Ops | | | | | | | |
| 7. DD 250 REQ N/A | 9. DIST STATEMENT REQUIRED D | 10. FREQUENCY See Block 16 | 12. DATE OF FIRST SUBMISSION See Block 16 | | 14. DISTRIBUTION | | | | | | | |
| 8. APP CODE N/A | | 11. AS OF DATE See Block 16 | 13. DATE OF SUBSEQUENT SUBMISSION See Block 16 | | a. ADDRESSEE | | | | | | | |
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| 16. REMARKS FIRST SUBMISSION: Frequency: Monthly (for the first three months) Reporting Period Start Date: Start of service delivery Due Date: 10 calendar days after end of reporting period SUBSEQUENT SUBMISSION: Frequency: Quarterly (Option Period) Reporting Period Start Date: Start of service delivery, beginning second quarter Due Date: 10 calendar days after end of reporting period NOTE: Although a quarterly report, report metrics by calendar month. (The COR may direct monthly submission anytime the Government feels closer monitoring of the Contractor's performance is warranted.) PHI/PII: Yes FILE FORMAT: Microsoft Excel CONTENT DETAILS: The Contractor shall perform clinical reviews for pharmaceuticals designated by the P&T as requiring Prior Authorization (PA) and/or Medical Necessity (MN), and based upon P&T established criteria and/or Government direction. The Contractor shall provide reporting with clinical and administrative review volumes and processing times. Report shall be submitted with all clinical review actions, including: Summary Data: Point of service Total reviews request received during option period (clinical, appeals, administrative) Breakdown of clinical PAs by electronic, manual, and placement only PAs Total clinical review requests received (not including appeals) during reporting period by type (e.g., PA, MN, step-therapy, brand over generic, 703 retail restriction) Total number of appeals received during reporting period Total number of administrative reviews received during reporting period by automated and non-automated overrides; this breakdown should also be provided for electronic and non-electronic requests (excluding placed PAs) Continued on page 2 | | | | | Submit through the | | | | | | | |
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| | | | | | G. PREPARED BY Eugene Moore | | | H. DATE 3/23/2022 | | I. APPROVED BY Henry J Gibbs | | J. DATE 3/23/2022 |

17. PRICE GROUP

18. ESTIMATED
TOTAL PRICE

CONTRACT DATA REQUIREMENTS LIST

(1 Data Item)

| | | |
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| A. CONTRACT LINE ITEM NO. | B. EXHIBIT N/A | C. CATEGORY: TDP _____ TM _____ OTHER _____ Performance Report |
| D. SYSTEM/ITEM TRICARE Pharmacy Program | E. CONTRACT/PR NO. | F. CONTRACTOR |

16. REMARKS (Continued)

- Requests for each type of clinical review processed in 3 days (total and percentage)
- Requests for each type of clinical review processed in 10 days (total and percentage)
- Total Clinical Review requests billed to CLINs Xxxx and Xxxx
- Detail Data:
 - Patient Identifier (DoD ID)
 - Override received date
 - Override completed date
 - Drug Name & P&T Class
 - Outcome (e.g. formulary change, override denial, pended claims)
 - Specific reason(s) for approvals and denial
 - Effective Date
 - Expiration Date
 - Type of review performed (e.g., clinical, administrative, appeals)
 - PA identifier (Used to locate the PA within the Contractor's system or the Government's designated pharmacy data warehouse)
 - NCPDP Override Code & Override Type Description
 - Reconsiderations and appeals, with corresponding outcomes
 - PA mechanism – electronic, non-electronic or placed PA
 - Point of Service

Definitions page

| CONTRACT DATA REQUIREMENTS LIST (1 Data Item) | | | | | | Form Approved OMB No. 0704-0188 | | | | | | | | |
|---|--|--------------------------------|--|--|---|--|--------------------|----------------------|--|---------------------------------|--|----------------------|---|---|
| The public reporting burden for this collection of information is estimated to average 110 hours per response, including the time for reviewing instructions, searching existing data sources, gathering and maintaining the data needed, and completing and reviewing the collection of information. Send comments regarding this burden estimate or any other aspect of this collection of information, including suggestions for reducing the burden, to the Department of Defense, Executive Services and Communications Directorate (0704-0188). Respondents should be aware that notwithstanding any other provision of law, no person shall be subject to any penalty for failing to comply with a collection of information if it does not display a currently valid OMB control number. Please do not return your form to the above organization. Send completed form to the Government Issuing Contracting Officer for the Contract/PR No. listed in Block E. | | | | | | | | | | | | | | |
| A. CONTRACT LINE ITEM NO. | | B. EXHIBIT | | C. CATEGORY: TDP _____ TM _____ OTHER _____ | | | | | | | | | | |
| D. SYSTEM/ITEM TRICARE Pharmacy Program | | | E. CONTRACT/PR NO. HT940221C0007 | | F. CONTRACTOR Express Scripts, Inc (ESI) | | | | | | | | | |
| 1. DATA ITEM NO. Q020 | 2. TITLE OF DATA ITEM Beneficiary Services Report | | | | 3. SUBTITLE Initial | | | | | | | | | |
| 4. AUTHORITY (Data Acquisition Document No.) | | | 5. CONTRACT REFERENCE CTR C.9.1.5.7 | | 6. REQUIRING OFFICE Pharm Ops | | | | | | | | | |
| 7. DD 250 REQ N/A | 9. DIST STATEMENT REQUIRED | 10. FREQUENCY See Block 16 | | 12. DATE OF FIRST SUBMISSION See Block 16 | | 14. DISTRIBUTION | | | | | | | | |
| 8. APP CODE N/A | D | 11. AS OF DATE See Block 16 | | 13. DATE OF SUBSEQUENT SUBMISSION See Block 16 | | a. ADDRESSEE | | b. COPIES | | | | | | |
| | | | | | | Draft | Final Reg Repro | | | | | | | |
| 16. REMARKS FIRST SUBMISSION: Frequency: Monthly (first three months of Option Period 1) Reporting Period Start Date: Start of services delivery Due Date: 10 calendar days after end of reporting period SUBSEQUENT SUBMISSION: Frequency: Quarterly (Option Period) Reporting Period Start Date: Start of service delivery, beginning second quarter Due Date: 10 calendar days after end of reporting period NOTE: The COR may direct the Contractor to resume monthly submission at any time if the Government feels closer monitoring of the Contractor's performance is warranted) PHI/PII: No FILE FORMAT: Microsoft Excel CONTENT DETAILS: This report shall track the call monitoring capabilities for beneficiaries serviced under the contract. Report shall be submitted in Microsoft Excel format and provide all metrics listed in C.8.1, including: • Total Calls Received by Phone Service Provider • Total Calls Received by Contractor • Blocked Calls (total and percentage) • Calls Answered within 60 seconds (total and percentage) • Calls Handled by Automated System • Calls Where Beneficiary Requests CSR • Abandoned Calls (total and percentage) • Average Seconds to Speak to CSR After Request • Calls Resolved on Initial Call (total and percentage) • Calls Resolved within 2 days (total and percentage) • Total Correspondence Received, broken down by categories • Priority Correspondence- Responses within 10 and 30 days (total and percentage) • Routine Correspondence – Responses within 15 and 45 days (total and percentage) <div style="text-align: center;">Continued on page 2</div> | | | | | | Submit through the DHA e-Commerce Extranet. (Per TOM C14) | | | | | | | | |
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17. PRICE GROUP

18. ESTIMATED
TOTAL PRICE

CONTRACT DATA REQUIREMENTS LIST*(1 Data Item)*

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| A. CONTRACT LINE ITEM NO. | B. EXHIBIT | C. CATEGORY: TDP ____ TM ____ OTHER _____ |
| D. SYSTEM/ITEM | E. CONTRACT/PR NO. | F. CONTRACTOR |

16. REMARKS *(Continued)*

Call center metrics apply to 24x7 hours of operation and are not subject to adjustments without the Government's approval.

Quarterly frequency applies to the submission of the report to the government- within the report, all metrics shall be presented on a monthly basis.

In addition to the current reporting period, the report shall include the above data for all prior months within the current option period.

| CONTRACT DATA REQUIREMENTS LIST (1 Data Item) | | | | | | Form Approved OMB No. 0704-0188 | | | | | | | | |
|---|---|---------------------------------------|---|--|--|---|------------------------------|--------------|-----------|--|--|-------|-------|-------|
| The public reporting burden for this collection of information is estimated to average 110 hours per response, including the time for reviewing instructions, searching existing data sources, gathering and maintaining the data needed, and completing and reviewing the collection of information. Send comments regarding this burden estimate or any other aspect of this collection of information, including suggestions for reducing the burden, to the Department of Defense, Executive Services and Communications Directorate (0704-0188). Respondents should be aware that notwithstanding any other provision of law, no person shall be subject to any penalty for failing to comply with a collection of information if it does not display a currently valid OMB control number. Please do not return your form to the above organization. Send completed form to the Government Issuing Contracting Officer for the Contract/PR No. listed in Block E. | | | | | | | | | | | | | | |
| A. CONTRACT LINE ITEM NO. | | B. EXHIBIT | | C. CATEGORY: TDP _____ TM _____ OTHER _____ | | | | | | | | | | |
| D. SYSTEM/ITEM TRICARE Pharmacy Program | | | E. CONTRACT/PR NO. HT940221C0007 | | F. CONTRACTOR Express Scripts, Inc (ESI) | | | | | | | | | |
| 1. DATA ITEM NO. Q030 | 2. TITLE OF DATA ITEM Pharmacy Help Desk Report | | | | 3. SUBTITLE REV 12/21/2021 | | | | | | | | | |
| 4. AUTHORITY (Data Acquisition Document No.) | | | 5. CONTRACT REFERENCE CTR C.9.2.3.3 | | 6. REQUIRING OFFICE Pharm Ops | | | | | | | | | |
| 7. DD 250 REQ N/A | 9. DIST STATEMENT REQUIRED | 10. FREQUENCY See Block 16 | | 12. DATE OF FIRST SUBMISSION See Block 16 | | 14. DISTRIBUTION | | | | | | | | |
| 8. APP CODE N/A | D | 11. AS OF DATE See Block 16 | | 13. DATE OF SUBSEQUENT SUBMISSION See Block 16 | | <table border="1" style="width: 100%; border-collapse: collapse;"> <tr> <td rowspan="2" style="text-align: center; vertical-align: middle;">a. ADDRESSEE</td> <td colspan="3" style="text-align: center;">b. COPIES</td> </tr> <tr> <td style="text-align: center;">Draft</td> <td style="text-align: center;">Final</td> <td style="text-align: center;">Repro</td> </tr> </table> | | a. ADDRESSEE | b. COPIES | | | Draft | Final | Repro |
| a. ADDRESSEE | | b. COPIES | | | | | | | | | | | | |
| | Draft | Final | Repro | | | | | | | | | | | |
| 16. REMARKS FIRST SUBMISSION: Frequency: Monthly (for the first three months) Reporting Period Start Date: Start of service delivery Due Date: 10 calendar days after end of reporting period SUBSEQUENT SUBMISSION: Frequency: Quarterly (Option Period) (The COR may direct monthly submission anytime the Government feels closer monitoring of the Contractor's performance is warranted.) Reporting Period Start Date: Start of service delivery, beginning second quarter Due Date: 10 calendar days after end of reporting period PHI/PII: No FILE FORMAT: Microsoft Excel CONTENT DETAILS: The report shall include call monitoring capabilities for MTF calls separately from those from retail pharmacies. The report shall be submitted in Microsoft Excel format broken out with (a) all MTF data (b) MHS GENESIS (c) CHCS and (d) retail and provide all metrics listed in C.9.2, including: <ul style="list-style-type: none"> Total Calls Received by Phone Service Provider Total Calls Received by Contractor Blocked Calls (total and percentage) Calls Answered within 60 seconds (total and percentage) Abandoned Calls (total and percentage) Average Seconds to Speak to CSR After Request Quarterly frequency applies to the submission of the report to the government- within the report, all metrics shall be presented by calendar month. In addition to the current reporting period, the report shall include the above data for all prior months within the current option period. | | | | | | Submit through the | | | | | | | | |
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| G. PREPARED BY Teisha A Robertson | | | H. DATE 12/21/2021 | | I. APPROVED BY Henry J Gibbs | | J. DATE 12/21/2021 | | | | | | | |

17. PRICE GROUP

18. ESTIMATED
TOTAL PRICE

| CONTRACT DATA REQUIREMENTS LIST (1 Data Item) | | | | | | Form Approved OMB No. 0704-0188 | | | | | | | | |
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| <p>The public reporting burden for this collection of information is estimated to average 110 hours per response, including the time for reviewing instructions, searching existing data sources, gathering and maintaining the data needed, and completing and reviewing the collection of information. Send comments regarding this burden estimate or any other aspect of this collection of information, including suggestions for reducing the burden, to the Department of Defense, Executive Services and Communications Directorate (0704-0188). Respondents should be aware that notwithstanding any other provision of law, no person shall be subject to any penalty for failing to comply with a collection of information if it does not display a currently valid OMB control number. Please do not return your form to the above organization. Send completed form to the Government Issuing Contracting Officer for the Contract/PR No. listed in Block E.</p> | | | | | | | | | | | | | | |
| A. CONTRACT LINE ITEM NO. | | B. EXHIBIT N/A | | C. CATEGORY: TDP _____ TM _____ OTHER <u>Performance Report</u> | | | | | | | | | | |
| D. SYSTEM/ITEM TRICARE Pharmacy Program | | | E. CONTRACT/PR NO. HT940221C0007 | | F. CONTRACTOR Express Scripts, Inc (ESI) | | | | | | | | | |
| 1. DATA ITEM NO. Q040 | 2. TITLE OF DATA ITEM Mail Order Pharmacy Prescription Report | | | | 3. SUBTITLE REV on 03/01/2023 | | | | | | | | | |
| 4. AUTHORITY (Data Acquisition Document No.) | | | 5. CONTRACT REFERENCE CTR C.6.1.11 | | 6. REQUIRING OFFICE Pharm Ops | | | | | | | | | |
| 7. DD 250 REQ N/A | 9. DIST STATEMENT REQUIRED | 10. FREQUENCY See Block 16 | | 12. DATE OF FIRST SUBMISSION See Block 16 | | 14. DISTRIBUTION | | | | | | | | |
| 8. APP CODE N/A | D | 11. AS OF DATE See Block 16 | | 13. DATE OF SUBSEQUENT SUBMISSION See Block 16 | | a. ADDRESSEE | | b. COPIES | | | | | | |
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| 16. REMARKS FIRST SUBMISSION: Frequency: Monthly (for the first three months) Reporting Period Start Date: Start of service delivery Due Date: 10 calendar days after end of reporting period SUBSEQUENT SUBMISSION: Frequency: Quarterly (Option Period) (The COR may direct the Contractor to resume monthly submission at any time if the Government feels closer monitoring of the Contractor's performance is warranted.) Reporting Period Start Date: Start of service delivery, beginning second quarter Due Date: 10 calendar days after end of reporting period PHI/PII: No FILE FORMAT: Microsoft Excel CONTENT DETAILS: Report shall be submitted to assess paper claims processing performance. In addition to the current reporting period, the report shall include data for all prior months within the current option period. Summary Data (by Month): - Total number of prescriptions received at MOP - MTF transferred prescriptions - DPP prescriptions (total volume received and total requiring intervention) - Refill prescriptions - New prescriptions - Total clean prescriptions (no intervention required) - Clean prescriptions shipped within 4 business days (volume and percent) - Clean prescriptions shipped dispensed over 10 calendar days - Prescriptions that require intervention (exclude DPP) - Number of prescriptions received which have special handling or shipping requirements (e.g., temperature control) - Number of prescriptions that have special handling or shipping requirements (total volume received and volume shipped) | | | | | | Submit through the | | | | | | | | |
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| G. PREPARED BY Fakhrudin A Valibhai | | | H. DATE 03/01/2023 | | I. APPROVED BY Henry J Gibbs | | J. DATE 03/01/2023 | | | | | | | |

17. PRICE GROUP

18. ESTIMATED
TOTAL PRICE

CONTRACT DATA REQUIREMENTS LIST*(1 Data Item)*

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| A. CONTRACT LINE ITEM NO. | B. EXHIBIT | C. CATEGORY: TDP ____ TM ____ OTHER <u>Performance Report</u> |
| D. SYSTEM/ITEM TRICARE Pharmacy Program | E. CONTRACT/PR NO. HT940221C0007 | F. CONTRACTOR Express Scripts, Inc (ESI) |

16. REMARKS *(Continued)*

Total prescriptions received and total prescriptions process (volume and percentage) within 10 calendar days for each of the following:

- Shipped (differentiate shipped prescriptions which were previously in pend status)
- Pended
- Denied
- Returned

Detail Data (by Month):

- Refill request type (e.g., autofill, beneficiary initiated)
- Type of intervention performed (e.g. PA/MN, DUR, clinical overrides, missing information or requiring clarification)
- Number of pended prescription and the reason for pending
- Number of returned prescription and the reason for returning
- Number of prescription filled 10+ days after receipt and reason for why the prescription was filled over 10 days

Quarterly frequency applies to the submission of the report to the government. Within the report, all metrics shall be presented by calendar month.

| CONTRACT DATA REQUIREMENTS LIST (1 Data Item) | | | | | | Form Approved OMB No. 0704-0188 | | | | | | | | | | | | | |
|---|--|--------------------------------|---------------------------------------|--|---|---|--|--|----------------------|-----------|---------------------------------|---|----------------------|-------|-------|--|--|--|-----|
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| A. CONTRACT LINE ITEM NO. | | B. EXHIBIT N/A | | C. CATEGORY: TDP _____ TM _____ OTHER <u>Performance Report</u> | | | | | | | | | | | | | | | |
| D. SYSTEM/ITEM TRICARE Pharmacy Program | | | E. CONTRACT/PR NO. HT940221C0007 | | F. CONTRACTOR Express Scripts, Inc (ESI) | | | | | | | | | | | | | | |
| 1. DATA ITEM NO. Q041 | 2. TITLE OF DATA ITEM Mail Order Pharmacy Reship Report | | | | 3. SUBTITLE Initial | | | | | | | | | | | | | | |
| 4. AUTHORITY (Data Acquisition Document No.) | | | 5. CONTRACT REFERENCE CTR C.6.2.12 | | 6. REQUIRING OFFICE Pharm Ops | | | | | | | | | | | | | | |
| 7. DD 250 REQ N/A | 9. DIST STATEMENT REQUIRED D | 10. FREQUENCY See Block 16 | | 12. DATE OF FIRST SUBMISSION See Block 16 | | 14. DISTRIBUTION | | | | | | | | | | | | | |
| 8. APP CODE N/A | | 11. AS OF DATE See Block 16 | | 13. DATE OF SUBSEQUENT SUBMISSION See Block 16 | | <table border="1" style="width: 100%; border-collapse: collapse;"> <tr> <th style="text-align: left;">a. ADDRESSEE</th> <th colspan="3" style="text-align: left;">b. COPIES</th> </tr> <tr> <td></td> <td style="text-align: center;">Draft</td> <td colspan="2" style="text-align: center;">Final</td> </tr> <tr> <td></td> <td></td> <td style="text-align: center;">Reg</td> <td style="text-align: center;">Repro</td> </tr> </table> | | | a. ADDRESSEE | b. COPIES | | | | Draft | Final | | | | Reg |
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| | Draft | Final | | | | | | | | | | | | | | | | | |
| | | Reg | Repro | | | | | | | | | | | | | | | | |
| <p>16. REMARKS</p> <p>FIRST SUBMISSION: Frequency: Quarterly (Option Period) Reporting Period Start Date: Start of service delivery Due Date: 10 calendar days after end of reporting period</p> <p>SUBSEQUENT SUBMISSION: CONTINUE FROM FIRST SUBMISSION</p> <p>PHI/PII: No FILE FORMAT: Microsoft Excel</p> <p>CONTENT DETAILS: The Contractor shall provide a summary data on reshipped TMOP orders, with the total number of occurrences and sub-totals by month. Quarterly frequency applies to the submission of the report to the Government - within the report, all metrics shall be presented on a monthly basis.</p> <p>Data fields include: 1. Return reason/description 2. If a Contractor error resulted in the re-shipment 3. If a re-shipment to the beneficiary occurred 4. Financial impact to the Contractor 5. Financial impact to the Government (administrative fees) 6. Financial impact to the beneficiary (copays) 7. If the result of the issue was a reversal or cancellation 8. Replenishment Impact 9. Additional administrative fees charged 10. Medication involved with the re-shipment (Drug name & NDC)</p> <p>The Contractor will also provide detail-level information at the request of the Government, including beneficiary ID and zip code.</p> | | | | | | Submit through the | | | | | | | | | | | | | |
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| | | | | | | G. PREPARED BY Fakhrudin A Valibhai | | | H. DATE 4/19/2021 | | I. APPROVED BY Henry J Gibbs | | J. DATE 4/19/2021 | | | | | | |

17. PRICE GROUP

18. ESTIMATED
TOTAL PRICE

| CONTRACT DATA REQUIREMENTS LIST (1 Data Item) | | | | | | Form Approved OMB No. 0704-0188 | | | | | | | | |
|--|--|--------------------------------|--------------------------------------|--|---|--|--------------------|-----------|----------------------|--|---------------------------------|---|----------------------|---|
| The public reporting burden for this collection of information is estimated to average 110 hours per response, including the time for reviewing instructions, searching existing data sources, gathering and maintaining the data needed, and completing and reviewing the collection of information. Send comments regarding this burden estimate or any other aspect of this collection of information, including suggestions for reducing the burden, to the Department of Defense, Executive Services and Communications Directorate (0704-0188). Respondents should be aware that notwithstanding any other provision of law, no person shall be subject to any penalty for failing to comply with a collection of information if it does not display a currently valid OMB control number. Please do not return your form to the above organization. Send completed form to the Government Issuing Contracting Officer for the Contract/PR No. listed in Block E. | | | | | | | | | | | | | | |
| A. CONTRACT LINE ITEM NO. | | B. EXHIBIT N/A | | C. CATEGORY: TDP _____ TM _____ OTHER <u>Performance Report</u> | | | | | | | | | | |
| D. SYSTEM/ITEM TRICARE Pharmacy Program | | | E. CONTRACT/PR NO. HT940221C0007 | | F. CONTRACTOR Express Scripts, Inc (ESI) | | | | | | | | | |
| 1. DATA ITEM NO. Q042 | 2. TITLE OF DATA ITEM Mail Order Quality Control Report | | | | 3. SUBTITLE Initial | | | | | | | | | |
| 4. AUTHORITY (Data Acquisition Document No.) | | | 5. CONTRACT REFERENCE CTR C.6.5.1 | | 6. REQUIRING OFFICE Pharm Ops | | | | | | | | | |
| 7. DD 250 REQ N/A | 9. DIST STATEMENT REQUIRED | 10. FREQUENCY See Block 16 | | 12. DATE OF FIRST SUBMISSION See Block 16 | | 14. DISTRIBUTION | | | | | | | | |
| 8. APP CODE N/A | D | 11. AS OF DATE See Block 16 | | 13. DATE OF SUBSEQUENT SUBMISSION See Block 16 | | a. ADDRESSEE | | b. COPIES | | | | | | |
| | | | | | | Draft | Final Reg Repro | | | | | | | |
| 16. REMARKS FIRST SUBMISSION: Frequency: Monthly (for the first three months) Reporting Period Start Date: Start of service delivery Due Date: 10 calendar days after end of reporting period SUBSEQUENT SUBMISSION: Frequency: Quarterly (Option Period) (The COR may direct monthly submission anytime the Government feels closer monitoring of the Contractor's performance is warranted.) Reporting Period Start Date: Start of service delivery, beginning second quarter Due Date: 10 calendar days after end of reporting period PHI/PII: No FILE FORMAT: Microsoft Excel CONTENT DETAILS: Report shall be submitted to detail dispensing defects and errors within the Mail Order Pharmacy, including Specialty Pharmacy. Defects and Errors, as defined in Attachment J-1. In addition to the current reporting period, the report shall include data for all prior months within the current option period. Report shall include the following: External Errors - Dispensing facility (if multiple) - Type of error (wrong directions, wrong form, shipping error, etc.) - Impact of error (ADR, excessive or under use, wrong medication taken, etc.) - Corrective action taken - Results/follow-up from previous corrective action Internal Errors - Dispensing facility (if multiple) - Type of error (translation errors, packaging errors, etc.) - Corrective action taken - Results/follow-up from previous correction action <div style="text-align: center;">Continued in page 2</div> | | | | | | Submit through the | | | | | | | | |
| | | | | | | DHA e-Commerce | | | | | | | | |
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17. PRICE GROUP

18. ESTIMATED
TOTAL PRICE

CONTRACT DATA REQUIREMENTS LIST*(1 Data Item)*

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| A. CONTRACT LINE ITEM NO. | B. EXHIBIT N/A | C. CATEGORY: TDP ____ TM ____ OTHER _____ |
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| D. SYSTEM/ITEM TRICARE Pharmacy Program | E. CONTRACT/PR NO. | F. CONTRACTOR |
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16. REMARKS *(Continued)*

Report shall also include detail data on:

- Total Prescriptions Dispensed from the MOP
- Total Number of Defects and description of defect type
- Total Number of Errors and description of error type
- Explanation of any trends or anomalies affecting errors or defects
- % Shipped Without Errors

Definitions Tab

TDP _____ TM _____ OTHER _____

Express Scripts, Inc (ESI)REV on 10/12/2022Pharm Ops

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| CONTRACT DATA REQUIREMENTS LIST (1 Data Item) | | | | | | Form Approved OMB No. 0704-0188 | | | | | | | | | | | | |
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| The public reporting burden for this collection of information is estimated to average 110 hours per response, including the time for reviewing instructions, searching existing data sources, gathering and maintaining the data needed, and completing and reviewing the collection of information. Send comments regarding this burden estimate or any other aspect of this collection of information, including suggestions for reducing the burden, to the Department of Defense, Executive Services and Communications Directorate (0704-0188). Respondents should be aware that notwithstanding any other provision of law, no person shall be subject to any penalty for failing to comply with a collection of information if it does not display a currently valid OMB control number. Please do not return your form to the above organization. Send completed form to the Government Issuing Contracting Officer for the Contract/PR No. listed in Block E. | | | | | | | | | | | | | | | | | | |
| A. CONTRACT LINE ITEM NO. | | B. EXHIBIT N/A | | C. CATEGORY: Performance Report TDP _____ TM _____ OTHER _____ | | | | | | | | | | | | | | |
| D. SYSTEM/ITEM TRICARE Pharmacy Program | | | E. CONTRACT/PR NO. | | F. CONTRACTOR | | | | | | | | | | | | | |
| 1. DATA ITEM NO. Q060 | 2. TITLE OF DATA ITEM Prescription Monitoring Program Utilizer Report | | | 3. SUBTITLE REV on 04/11/2022 | | | | | | | | | | | | | | |
| 4. AUTHORITY (Data Acquisition Document No.) | | | 5. CONTRACT REFERENCE CTR C.8.12.1.7 & CTR C.8.12.1.11 | | 6. REQUIRING OFFICE Pharm Ops | | | | | | | | | | | | | |
| 7. DD 250 REQ N/A | 9. DIST STATEMENT REQUIRED D | 10. FREQUENCY See Block 16 | 12. DATE OF FIRST SUBMISSION See Block 16 | | 14. DISTRIBUTION | | | | | | | | | | | | | |
| 8. APP CODE N/A | | 11. AS OF DATE See Block 16 | 13. DATE OF SUBSEQUENT SUBMISSION See Block 16 | | <table border="1" style="width: 100%; border-collapse: collapse;"> <tr> <td rowspan="2" style="width: 50%;">a. ADDRESSEE</td> <td colspan="3" style="text-align: center;">b. COPIES</td> </tr> <tr> <td style="width: 15%;">Draft</td> <td style="width: 15%;">Fina 1</td> <td style="width: 15%;"></td> </tr> <tr> <td></td> <td style="text-align: center;">Reg</td> <td style="text-align: center;">Repro</td> <td></td> </tr> </table> | | | a. ADDRESSEE | b. COPIES | | | Draft | Fina 1 | | | Reg | Repro | |
| a. ADDRESSEE | b. COPIES | | | | | | | | | | | | | | | | | |
| | Draft | Fina 1 | | | | | | | | | | | | | | | | |
| | Reg | Repro | | | | | | | | | | | | | | | | |
| 16. REMARKS FIRST SUBMISSION: Frequency: Quarterly (Option Period) Reporting Period Start Date: Start of service delivery Due Date: 15 calendar days after end of reporting period SUBSEQUENT SUBMISSION: CONTINUE FROM FIRST SUBMISSION PHI/PII: Yes FILE FORMAT: Microsoft Excel CONTENT DETAILS: The Contractor shall generate a quarterly listing of beneficiaries identified for the Prescription Monitoring Program, including all active and inactive utilizers to date, and the current quarter's most likely candidates for restrictions. The reports shall be broken out by MCSC and MTF, in addition to Master file. The Government reserves the right to make modifications to the report requirements after the first submission. The Contractor may rename fields on their deliverable as long as all required information is included. Renamed fields should be mapped to the original name on the Definitions tab. "Essential Fields" defined for use in subsequent tabs: <ul style="list-style-type: none"> • Beneficiary Name • Beneficiary DoD ID Number • Beneficiary Date of Birth (DOB) • Generic ID (for non PHI/PII communications) • Beneficiary Category • Restriction Start Date • Restriction Removal Date • Restriction Type • Restriction Details • MTF/MCSC POC • Restricting Site • Restricting Site Branch of Service - if applicable • Authorized Pharmacy Name(s) - if applicable • Authorized Pharmacy NPI number(s) - if applicable • Authorized Provider Name(s) - if applicable • Authorized Provider DEA number(s) - if applicable • Authorized Provider NPI number(s) - if applicable • Authorized Hospital - if applicable Continued on page 2 | | | | | Secure delivery to | | | | | | | | | | | | | |
| | | | | | designated points | | | | | | | | | | | | | |
| | | | | | of contact for each | | | | | | | | | | | | | |
| | | | | | MTF or MCSC. | | | | | | | | | | | | | |
| | | | | | Master file upload | | | | | | | | | | | | | |
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| G. PREPARED BY Eugene Moore | | | H. DATE 04/11/2022 | | I. APPROVED BY Henry J Gibbs | | J. DATE 04/11/2022 | | | | | | | | | | | |

17. PRICE GROUP

18. ESTIMATED
TOTAL PRICE

CONTRACT DATA REQUIREMENTS LIST*(1 Data Item)*

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| A. CONTRACT LINE ITEM NO. | B. EXHIBIT | C. CATEGORY: TDP _____ TM _____ OTHER _____ |
| D. SYSTEM/ITEM TRICARE Pharmacy Program | | F. CONTRACTOR |

16. REMARKS *(Continued)*

The report shall be submitted in tabular form, including the following:

- Beneficiary program restrictions to date (inactive beneficiaries do not have to be listed in the Master File)

- Summary of restrictions: active and inactive
- Essential Fields
- Restriction Status

- Non-restricted candidates identified in the reporting period:

- Summary of non-restricted candidates
- Beneficiary Name
- Beneficiary DoD ID Number
- Beneficiary DOB
- Generic ID (for non PHI/PII communications)
- Beneficiary Category
- Nomination Date
- Enrolled Site
- Previously Nominated (yes/no)
- # of Previous Nominations
- Contractor-specific referral criteria
- Site Response

- Pharmacy claims of non-restricted candidates (past 180 days)

- Beneficiary Name
- Beneficiary DoD ID Number
- Beneficiary DOB
- Generic ID (for non PHI/PII communications)
- Beneficiary Category
- Enrolled Site
- Point of Service
- Rx#
- DEA Class
- Date Dispensed/Rejected
- New or Refill
- Quantity
- Days Supply
- Drug/Strength/Form
- Dispensing MTF Site
- Dispensing Pharmacy Name
- Dispensing Pharmacy NPI
- Prescribing Provider Name
- Prescribing Provider Specialty
- Prescribing Provider NPI
- Prescribing Provider DEA

Continued on page 3

CONTRACT DATA REQUIREMENTS LIST*(1 Data Item)*

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| A. CONTRACT LINE ITEM NO. | B. EXHIBIT | C. CATEGORY: TDP ____ TM ____ OTHER ____ |
| D. SYSTEM/ITEM TRICARE Pharmacy Program | | F. CONTRACTOR |

16. REMARKS *(Continued)*

- Prior candidates (within the past five (5) years)
 - Beneficiary Name
 - Beneficiary DoD ID Number
 - Beneficiary DOB
 - Generic ID (for non PHI/PII communications)
 - Beneficiary Category
 - Enrolled Site
 - Nomination Date
 - Previous Nomination (Y/N)
 - Number of Prior Nominations
 - Contractor-specific referral criteria

The report shall include:

- Description and intention of report, including the methodology and assumptions utilized to generate the report
- Definitions tab, including examples and Contractor renamed fields
- Reporting period
- Date report generated
- Change log to include change type, description of change, date identified, originator of change, and revision date

| CONTRACT DATA REQUIREMENTS LIST (1 Data Item) | | | | | | Form Approved OMB No. 0704-0188 | | | | | | | | | | | | |
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| The public reporting burden for this collection of information is estimated to average 110 hours per response, including the time for reviewing instructions, searching existing data sources, gathering and maintaining the data needed, and completing and reviewing the collection of information. Send comments regarding this burden estimate or any other aspect of this collection of information, including suggestions for reducing the burden, to the Department of Defense, Executive Services and Communications Directorate (0704-0188). Respondents should be aware that notwithstanding any other provision of law, no person shall be subject to any penalty for failing to comply with a collection of information if it does not display a currently valid OMB control number. Please do not return your form to the above organization. Send completed form to the Government Issuing Contracting Officer for the Contract/PR No. listed in Block E. | | | | | | | | | | | | | | | | | | |
| A. CONTRACT LINE ITEM NO. | | B. EXHIBIT N/A | | C. CATEGORY: Performance Report TDP _____ TM _____ OTHER _____ | | | | | | | | | | | | | | |
| D. SYSTEM/ITEM TRICARE Pharmacy Program | | | E. CONTRACT/PR NO. | | F. CONTRACTOR | | | | | | | | | | | | | |
| 1. DATA ITEM NO. Q061 | 2. TITLE OF DATA ITEM Prescription Monitoring Program Overview Report | | | | 3. SUBTITLE REV on 04/11/2022 | | | | | | | | | | | | | |
| 4. AUTHORITY (Data Acquisition Document No.) | | | 5. CONTRACT REFERENCE CTR C.8.12.1.7 & CTR C.8.12.1.11 | | 6. REQUIRING OFFICE Pharm Ops | | | | | | | | | | | | | |
| 7. DD 250 REQ N/A | 9. DIST STATEMENT REQUIRED D | 10. FREQUENCY See Block 16 | 12. DATE OF FIRST SUBMISSION See Block 16 | | 14. DISTRIBUTION | | | | | | | | | | | | | |
| 8. APP CODE N/A | | 11. AS OF DATE See Block 16 | 13. DATE OF SUBSEQUENT SUBMISSION See Block 16 | | <table border="1" style="width: 100%; border-collapse: collapse;"> <tr> <td rowspan="2" style="width: 50%;">a. ADDRESSEE</td> <td colspan="3" style="text-align: center;">b. COPIES</td> </tr> <tr> <td style="width: 15%;">Draft</td> <td style="width: 15%;">Fina l</td> <td style="width: 15%;"></td> </tr> <tr> <td></td> <td style="text-align: center;">Reg</td> <td style="text-align: center;">Repro</td> <td></td> </tr> </table> | | | a. ADDRESSEE | b. COPIES | | | Draft | Fina l | | | Reg | Repro | |
| a. ADDRESSEE | b. COPIES | | | | | | | | | | | | | | | | | |
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| | Reg | Repro | | | | | | | | | | | | | | | | |
| 16. REMARKS FIRST SUBMISSION: Frequency: Quarterly (Option Period) Reporting Period Start Date: Start of service delivery Due Date: 15 calendar days after end of reporting period SUBSEQUENT SUBMISSION: CONTINUE FROM FIRST SUBMISSION PHI/PII: No FILE FORMAT: Microsoft Excel CONTENT DETAILS: The Contractor shall provide a quarterly summary of all beneficiaries screened or restricted within the Prescription Monitoring Program and responses by MTFs and MCSCs broken out by month. In addition to the current reporting period, the report shall include data for the option period. The Government reserves the right to make modifications to the report requirements following first submission. The Contractor may rename fields on their deliverable as long as all required information is included. Renamed fields should be mapped to the original name on the Definitions tab. The report shall include the following: Summary Data - Total number of beneficiaries identified • Broken out by added, removed, modified & reinstatement restrictions - Total number of MCSC beneficiaries identified • Broken out by added, removed, modified & reinstatement restrictions - Total number of MTF beneficiaries identified • Broken out by added, removed, modified & reinstatement restrictions - Total number of active restrictions - Total number of inactive restrictions - Total number of MCSC responses • Broken out by no action, support plan w/restrictions, support plan w/o restrictions & restrictions only - Total number of MTF responses • Broken out by no action, support plan w/restrictions, support plan w/o restrictions & restrictions only Continued on page 2 | | | | | Submit through the DHA e-Commerce Extranet. (Per TOM C14) | | | | | | | | | | | | | |
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| | | | | | G. PREPARED BY Eugene Moore | | | H. DATE 04/11/2022 | | I. APPROVED BY Henry J Gibbs | | J. DATE 04/11/2022 | | | | | | |

17. PRICE GROUP

18. ESTIMATED
TOTAL PRICE

CONTRACT DATA REQUIREMENTS LIST

(1 Data Item)

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| A. CONTRACT LINE ITEM NO. | B. EXHIBIT | C. CATEGORY: TDP _____ TM _____ OTHER _____ |
| D. SYSTEM/ITEM TRICARE Pharmacy Program | E. CONTRACT/PR NO. | F. CONTRACTOR |

16. REMARKS (Continued)

- Total Restriction Override requests
 - Number of approved overrides (by MCSC, MTF, and/or COR)
- Total number of initially rejected claims
 - Number of filled/claims not reversed and not filled/claims reversed based on Contractor's verbiage and definitions, broken out by point of service (retail, TMOP, and MTF)

MTF Compliance

- MTF Filling Site
- YTD not filled/claims reversed
- YTD filled/claims not reversed
- % YTD Compliance (YTD Not filled/claims reversed / (YTD Not Filled/claims reversed + YTD Filled/claims not reversed))

The report shall include:

- Description and intention of report, including the methodology and assumptions utilized to generate the report
- Definitions tab, including example
- Reporting period
- Date report generated
- Change log to include change type, description of change, date identified, originator of change, and revision date

CONTRACT DATA REQUIREMENTS LIST*(1 Data Item)*

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| A. CONTRACT LINE ITEM NO. | B. EXHIBIT | C. CATEGORY: TDP _____ TM _____ OTHER _____ |
| D. SYSTEM/ITEM TRICARE Pharmacy Program | E. CONTRACT/PR NO. | F. CONTRACTOR |

16. REMARKS *(Continued)*

| CONTRACT DATA REQUIREMENTS LIST (1 Data Item) | | | | | | Form Approved OMB No. 0704-0188 | | | | |
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| The public reporting burden for this collection of information is estimated to average 110 hours per response, including the time for reviewing instructions, searching existing data sources, gathering and maintaining the data needed, and completing and reviewing the collection of information. Send comments regarding this burden estimate or any other aspect of this collection of information, including suggestions for reducing the burden, to the Department of Defense, Executive Services and Communications Directorate (0704-0188). Respondents should be aware that notwithstanding any other provision of law, no person shall be subject to any penalty for failing to comply with a collection of information if it does not display a currently valid OMB control number. Please do not return your form to the above organization. Send completed form to the Government Issuing Contracting Officer for the Contract/PR No. listed in Block E. | | | | | | | | | | |
| A. CONTRACT LINE ITEM NO. | | B. EXHIBIT | | C. CATEGORY: TDP _____ TM _____ OTHER _____ | | | | | | |
| D. SYSTEM/ITEM TRICARE Pharmacy Program | | | E. CONTRACT/PR NO. HT940221C0007 | | F. CONTRACTOR Express Scripts, Inc (ESI) | | | | | |
| 1. DATA ITEM NO. Q080 | 2. TITLE OF DATA ITEM Explanation of Benefit (EOB) Report | | | | 3. SUBTITLE Initial | | | | | |
| 4. AUTHORITY (Data Acquisition Document No.) | | | 5. CONTRACT REFERENCE CTR C.9.1.5.6 | | 6. REQUIRING OFFICE Pharm Ops | | | | | |
| 7. DD 250 REQ N/A | 9. DIST STATEMENT REQUIRED D | 10. FREQUENCY See Block 16 | | 12. DATE OF FIRST SUBMISSION See Block 16 | | 14. DISTRIBUTION | | | | |
| 8. APP CODE N/A | | 11. AS OF DATE See Block 16 | | 13. DATE OF SUBSEQUENT SUBMISSION See Block 16 | | a. ADDRESSEE | | b. COPIES | | |
| 16. REMARKS FIRST SUBMISSION: Frequency: Monthly (for the first three months) Reporting Period Start Date: Start of service delivery Due Date: 10 calendar days after end of reporting period, following the first EOB notification SUBSEQUENT SUBMISSION: Frequency: Quarterly (Option Period) (The COR may direct monthly submission anytime the Government feels closer monitoring of the Contractor's performance is warranted.) Reporting Period Start Date: Start of service delivery, beginning second quarter Due Date: 10 calendar days after end of reporting period PHI/PII: No FILE FORMAT: Microsoft Excel CONTENT DETAILS: The report shall track the volume of EOBs sent electronically and via mail. Report shall include: - Volume of all EOBs generated, divided into categories for electronic and mail delivery - Volume of mailed EOBs returned undeliverable - Volume of electronic EOB notifications returned undeliverable - Volume of electronic EOBs accessed - Calls generated by EOBs - Number of fraud and abuse cases identified through EOBs - Value of identified fraud and abuse cases Quarterly frequency applies to the submission of the report to the government- within the report, all metrics shall be presented by calendar month. In addition to the current reporting period, the report shall include the above data for all prior months within the current option period. | | | | | | Submit through the DHA e-Commerce Extranet. (Per TOM C14) | | | | |
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| G. PREPARED BY Teisha A Robertson | | | H. DATE 4/19/2021 | | I. APPROVED BY Henry J Gibbs | | J. DATE 4/19/2021 | | | |

17. PRICE GROUP

18. ESTIMATED
TOTAL PRICE

| CONTRACT DATA REQUIREMENTS LIST (1 Data Item) | | | | | | Form Approved OMB No. 0704-0188 | | | | | | | | |
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| The public reporting burden for this collection of information is estimated to average 110 hours per response, including the time for reviewing instructions, searching existing data sources, gathering and maintaining the data needed, and completing and reviewing the collection of information. Send comments regarding this burden estimate or any other aspect of this collection of information, including suggestions for reducing the burden, to the Department of Defense, Executive Services and Communications Directorate (0704-0188). Respondents should be aware that notwithstanding any other provision of law, no person shall be subject to any penalty for failing to comply with a collection of information if it does not display a currently valid OMB control number. Please do not return your form to the above organization. Send completed form to the Government Issuing Contracting Officer for the Contract/PR No. listed in Block E. | | | | | | | | | | | | | | |
| A. CONTRACT LINE ITEM NO. | | B. EXHIBIT | | C. CATEGORY: TDP _____ TM _____ OTHER _____ | | | | | | | | | | |
| D. SYSTEM/ITEM TRICARE Pharmacy Program | | | E. CONTRACT/PR NO. HT940221C0007 | | F. CONTRACTOR Express Scripts, Inc (ESI) | | | | | | | | | |
| 1. DATA ITEM NO. Q090 | 2. TITLE OF DATA ITEM TED Summary Report | | | | 3. SUBTITLE Initial | | | | | | | | | |
| 4. AUTHORITY (Data Acquisition Document No.) | | | 5. CONTRACT REFERENCE CTR C.13.3.6 | | 6. REQUIRING OFFICE Pharm Ops/CRM | | | | | | | | | |
| 7. DD 250 REQ N/A | 9. DIST STATEMENT REQUIRED D | 10. FREQUENCY See Block 16 | | 12. DATE OF FIRST SUBMISSION See Block 16 | | 14. DISTRIBUTION | | | | | | | | |
| 8. APP CODE N/A | | 11. AS OF DATE See Block 16 | | 13. DATE OF SUBSEQUENT SUBMISSION See Block 16 | | a. ADDRESSEE | | b. COPIES | | | | | | |
| 16. REMARKS FIRST SUBMISSION: Frequency: Quarterly (Option Period) Reporting Period Start Date: Start of service delivery Due Date: 20 calendar days after end of reporting period SUBSEQUENT SUBMISSION: CONTINUE FROM FIRST SUBMISSION PHI/PII: No FILE FORMAT: Microsoft Excel CONTENT DETAILS: The Contractor shall submit a report for each TEDs record accepted. For each CLIN generating a TED, the report will include total claims processed under that CLIN and total cost for all claims processed under that CLIN, for each of the following: 1) Each calendar month of performance. 2) Each option period of performance (including to date totals for current option period). 3) Each Government fiscal year of performance (including to date totals for current year). | | | | | | Draft | | Final | | | | | | |
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17. PRICE GROUP

18. ESTIMATED
TOTAL PRICE

| CONTRACT DATA REQUIREMENTS LIST (1 Data Item) | | | | | | Form Approved OMB No. 0704-0188 | | | | |
|---|--|--------------------------------|---|--|---|--|----------------------|-----------|--|--|
| The public reporting burden for this collection of information is estimated to average 110 hours per response, including the time for reviewing instructions, searching existing data sources, gathering and maintaining the data needed, and completing and reviewing the collection of information. Send comments regarding this burden estimate or any other aspect of this collection of information, including suggestions for reducing the burden, to the Department of Defense, Executive Services and Communications Directorate (0704-0188). Respondents should be aware that notwithstanding any other provision of law, no person shall be subject to any penalty for failing to comply with a collection of information if it does not display a currently valid OMB control number. Please do not return your form to the above organization. Send completed form to the Government Issuing Contracting Officer for the Contract/PR No. listed in Block E. | | | | | | | | | | |
| A. CONTRACT LINE ITEM NO. | | B. EXHIBIT | | C. CATEGORY: TDP _____ TM _____ OTHER _____ | | | | | | |
| D. SYSTEM/ITEM TRICARE Pharmacy Program | | | E. CONTRACT/PR NO. HT940221C0007 | | F. CONTRACTOR Express Scripts, Inc (ESI) | | | | | |
| 1. DATA ITEM NO. Q100 | 2. TITLE OF DATA ITEM Fraud and Abuse Summary and ROI Reporting | | | | 3. SUBTITLE Initial | | | | | |
| 4. AUTHORITY (Data Acquisition Document No.) | | | 5. CONTRACT REFERENCE CTR C.10.2.4.1 | | | 6. REQUIRING OFFICE Program Integrity (DHA-PI) | | | | |
| 7. DD 250 REQ | 9. DIST STATEMENT REQUIRED D | 10. FREQUENCY See Block 16 | | 12. DATE OF FIRST SUBMISSION See Block 16 | | 14. DISTRIBUTION | | | | |
| 8. APP CODE | | 11. AS OF DATE See Block 16 | | 13. DATE OF SUBSEQUENT SUBMISSION See Block 16 | | a. ADDRESSEE | | b. COPIES | | |
| 16. REMARKS FIRST SUBMISSION: Frequency: Quarterly (Calendar Quarter) Reporting Period Start Date: Start of service delivery Due Date: 30 calendar days after end of reporting period SUBSEQUENT SUBMISSION: CONTINUE FROM FIRST SUBMISSION PHI/PII: Yes. FILE FORMAT: Microsoft Excel and Adobe PDF CONTENT DETAILS: The Fraud and Abuse Summary Report shall be submitted to DHA Program Integrity (DHA - PI) to include: 1. Fraud/Abuse Workload Summary 2. Program Integrity Cost Avoidance and Recovery/Recoupments 3. Program Integrity Eligibility Recoupment Status 4. Attachment _A_ Contractor Activity Summary for Actions Taken 5. Attachment _B_ Provider Reported (Single Claim or Multiple Claims) Refunds (Excel Worksheet provided) - for both institutional and non-institutional provider submitted refunds provided during the reporting period over \$10,000 for single line item, or over \$25,000 aggregate amount during reporting period, to include the provider submitted refund documents and supporting documentation. 6. Include in the fourth quarter report an addendum which identifies potential fraud cases as a result of the use of antifraud - predictive analytics software. (The anti-fraud software requirement is not applicable to TDEFIC.) Also include in the fourth quarter an addendum which identifies total dollar data for the year (i.e. roll-up) for each category reported in the Program Integrity Cost Avoidance & Recovery/Recoupments. Upon request, provide back-up data to support all savings reported (i.e. beneficiaries name, claim numbers, payment verification, accounting data, etc.). Template is attached with updates provided by the government as required. | | | | | | Submit through the DHA e-Commerce Extranet. (Per TOM C14) | | | | |
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| | | | | | | 15. TOTAL | | | | |
| G. PREPARED BY Alison H Coleman | | | H. DATE 4/16/2021 | | I. APPROVED BY Henry J Gibbs | | J. DATE 4/19/2021 | | | |

17. PRICE GROUP

18. ESTIMATED
TOTAL PRICE

Fraud/Abuse Workload Summary

Contractor:

Calendar Year/Quarter:

Reporting Period Ended:

| | | TOTAL |
|--------------------------|----------------------|-------|
| PREPAYMENT REVIEW | Providers | |
| | Beneficiaries | |

Attach a list of beneficiary/provider names under prepayment review

| | | |
|--------------|---------------------------|--|
| CASES | Opened | |
| | Closed | |
| | Referred to DHA-PI | |

Attach a list of open/closed/referred cases

| | | |
|--------------|---------------|--|
| LEADS | Opened | |
| | Closed | |

| | |
|---|--|
| BALANCE BILLING | |
| VIOLATION OF PARTICIPATION AGREEMENT | |

| | | |
|-------------------------------|---|--|
| ADMINISTRATIVE ACTIONS | Education Letters | |
| | Recoupments | |
| | Pre-Pay Review | |
| | Post-Pay Review | |
| | Referred to State, Local Authorities | |

**For Internal Use Only. Not to be released outside the Government without consent
from DHA Program Integrity.**

The Contractor attests, by submission of this form, that all data provided is true and accurate as of the
date of submission

Program Integrity Cost Avoidance and Recovery/Recoupments

Contractor:

Calendar Year/Quarter:

COST AVOIDANCE

| Prepayment Review Denials - Providers | Amount |
|---------------------------------------|--------|
| | |
| TOTAL | \$ |

| Prepayment Duplicate Denials | Amount |
|------------------------------|--------|
| | |
| TOTAL | \$ |

| Rebundling | Amount |
|--------------|--------|
| | |
| TOTAL | \$ - |

| Sanctioned Provider Denials | Amount |
|-----------------------------|--------|
| | |
| TOTAL | \$ - |

| Prepayment Review Denials - Beneficiaries | Amount |
|---|--------|
| | |
| TOTAL | \$ |

| Claim Check Mutually Exclusive | Amount |
|--------------------------------|--------|
| | |
| TOTAL | \$ - |

| Other Prepay | Amount | Description |
|--------------|--------|-------------|
| | | |
| TOTAL | \$ - | |

| PBM Prepay Desk Audit | Amount |
|-----------------------|--------|
| | |
| TOTAL | \$ - |

For Internal Use Only. Not to be released outside the Government without consent from DHA Program Integrity.

The Contractor attests, by submission of this form, that all data provided is true and accurate as of the date of submission

Program Integrity Cost Avoidance and Recovery/Recoupments

Contractor:

Calendar Year/Quarter:

RECOVERIES AND RECOUPMENTS

| Post Duplicate Denials | Amount |
|------------------------|--------|
| | |
| TOTAL | \$ - |

| Recoupments | Initiated | Collected |
|--------------|-----------|-----------|
| | | |
| TOTAL | \$ - | \$ |

| Violation of Part Agreement | Amount |
|-----------------------------|--------|
| | |
| TOTAL | \$ - |

| Balance Billing Violation | Amount |
|---------------------------|--------|
| | |
| TOTAL | \$ - |

| Other Postpay Recoveries | Amount | Category |
|--------------------------|--------|----------|
| | | |
| TOTAL | \$ - | |

| Return on Investment | Amount |
|--|--------|
| A) Total Cost Avoidance | \$ - |
| B) Total Recoveries and Recoupments | \$ - |

| | |
|------------------------------------|------|
| ROI Calculation (A+B-C) / C | \$ - |
|------------------------------------|------|

| OHI | Amount |
|--------------|--------|
| | |
| TOTAL | \$ - |

| Offsets | Amount |
|--------------|--------|
| | |
| TOTAL | \$ - |

| PBM Postpay Desk Audit | Amount |
|------------------------|--------|
| | |
| TOTAL | \$ - |

| PBM Postpay Field Audit | Amount |
|-------------------------|--------|
| | |
| TOTAL | \$ - |

| Return on Investment - Costs | Amount |
|---|--------|
| 1. Labor Costs (Salaries, Benefits, Consultants, etc) | |
| 2. Sub-contracting Costs | |
| 3. Overhead Costs (Building expenses, Utilities, etc) | |
| 4. Administrative Costs (Supplies, Association Fees, etc) | |
| 5. Travel and Training Costs | |
| 6. Technology Costs (Equipment, AntiFraud Software, etc) | |
| 7. Other Miscellaneous Costs | |
| C) TOTAL COSTS | \$ - |

For Internal Use Only. Not to be released outside the Government without consent from DHA Program Integrity.

The Contractor attests, by submission of this form, that all data provided is true and accurate as of the date of submission

Program Integrity Eligibility Recoupment Status

Contractor:

Quarter:

| Beneficiaries | | Recoupments | | |
|--|--------------------------------|-------------|--------------------|--------------------|
| # Eligibility Changes Reported by DMDC | # With Eligibility Recoupments | Requested | Recovered/Refunded | Transferred to DHA |

For Internal Use Only. Not to be released outside the Government without consent from DHA Program Integrity.
The Contractor attests, by submission of this form, that all data provided is true and accurate as of the date of submission

Reporting Period

Attachment A

Required Reporting Information for Contractor Activity

Provider Name

Tax ID

Group NPI

Individual NPI

Identification Source (How was Provider Identified)

Date Provider was Identified

Strategy

Actions Taken During Reporting Period

Disposition

Reporting Period

Attachment B

Required Reporting Information

Provider Name

Tax ID

Group NPI

Individual NPI

Claim #

Patient Name

Sponsor Number

Date of Service (Range)

Reason for Refund

Overpaid Amount - Refund Amount

Comments

*Include Supporting Information to Include Refund Form submitted to Contractor

| CONTRACT DATA REQUIREMENTS LIST (1 Data Item) | | | | | | Form Approved OMB No. 0704-0188 | | | | | | | | |
|---|--|--------------------------------|--------------------------------------|--|---|------------------------------------|--|-----------|----------------------|--|---------------------------------|---|----------------------|---|
| The public reporting burden for this collection of information is estimated to average 110 hours per response, including the time for reviewing instructions, searching existing data sources, gathering and maintaining the data needed, and completing and reviewing the collection of information. Send comments regarding this burden estimate or any other aspect of this collection of information, including suggestions for reducing the burden, to the Department of Defense, Executive Services and Communications Directorate (0704-0188). Respondents should be aware that notwithstanding any other provision of law, no person shall be subject to any penalty for failing to comply with a collection of information if it does not display a currently valid OMB control number. Please do not return your form to the above organization. Send completed form to the Government Issuing Contracting Officer for the Contract/PR No. listed in Block E. | | | | | | | | | | | | | | |
| A. CONTRACT LINE ITEM NO. | | B. EXHIBIT N/A | | C. CATEGORY: TDP _____ TM _____ OTHER _____ | | | | | | | | | | |
| D. SYSTEM/ITEM TRICARE Pharmacy Program | | | E. CONTRACT/PR NO. HT940221C0007 | | F. CONTRACTOR Express Scripts, Inc (ESI) | | | | | | | | | |
| 1. DATA ITEM NO. Q111 | 2. TITLE OF DATA ITEM Cost Savings and Avoidance Report | | | | 3. SUBTITLE Initial | | | | | | | | | |
| 4. AUTHORITY (Data Acquisition Document No.) | | | 5. CONTRACT REFERENCE CTR C.2.9.7 | | 6. REQUIRING OFFICE Pharm Ops | | | | | | | | | |
| 7. DD 250 REQ N/A | 9. DIST STATEMENT REQUIRED D | 10. FREQUENCY See Block 16 | | 12. DATE OF FIRST SUBMISSION See Block 16 | | 14. DISTRIBUTION | | | | | | | | |
| 8. APP CODE N/A | | 11. AS OF DATE See Block 16 | | 13. DATE OF SUBSEQUENT SUBMISSION See Block 16 | | a. ADDRESSEE | | b. COPIES | | | | | | |
| 16. REMARKS FIRST SUBMISSION Frequency: Quarterly (Option Period) Reporting Period Start Date: Start of service delivery Due Date: 20 calendar days after the end of the first contract quarter SUBSEQUENT SUBMISSION: CONTINUE FROM FIRST SUBMISSION PHI/PII: No FILE FORMAT: Mutually agreed upon format CONTENT DETAILS: The purpose of this report is measure cost savings and avoidance associated with different aspects of the TRICARE Pharmacy Program and how it is managed, and allow the Government to measure the success of these efforts. The report shall summarize cost savings data reported separately under this contract to provide a comprehensive record of all cost savings and avoidance results. The report shall include cost avoidance associated with the Contractor's OHI identification and development efforts. Cost avoidance amounts reflect the difference between what the Government paid with OHI and what it would have paid as a Primary payer. For all cost savings and avoidance included in the report, the Contractor shall describe how values are calculated and validated ,and document any assumptions used. The report shall also show cost avoidance trends from the beginning of the contract. | | | | | | Submit through the | | | | | | | | |
| | | | | | | DHA e-Commerce | | | | | | | | |
| | | | | | | Extranet | | | | | | | | |
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| | | | | | | 15. TOTAL | | | | | | 0 | 0 | 0 |
| | | | | | | G. PREPARED BY Natalie M Jones | | | H. DATE 4/19/2021 | | I. APPROVED BY Henry J Gibbs | | J. DATE 4/19/2021 | |

17. PRICE GROUP

18. ESTIMATED
TOTAL PRICE

| CONTRACT DATA REQUIREMENTS LIST (1 Data Item) | | | | | | Form Approved OMB No. 0704-0188 | | | | | | | | |
|---|--|--------------------------------|--|--|---|------------------------------------|--------------------|-----------|----------------------|--|---------------------------------|---|----------------------|---|
| <p>The public reporting burden for this collection of information is estimated to average 110 hours per response, including the time for reviewing instructions, searching existing data sources, gathering and maintaining the data needed, and completing and reviewing the collection of information. Send comments regarding this burden estimate or any other aspect of this collection of information, including suggestions for reducing the burden, to the Department of Defense, Executive Services and Communications Directorate (0704-0188). Respondents should be aware that notwithstanding any other provision of law, no person shall be subject to any penalty for failing to comply with a collection of information if it does not display a currently valid OMB control number. Please do not return your form to the above organization. Send completed form to the Government Issuing Contracting Officer for the Contract/PR No. listed in Block E.</p> | | | | | | | | | | | | | | |
| A. CONTRACT LINE ITEM NO. | | B. EXHIBIT N/A | | C. CATEGORY: TDP _____ TM _____ OTHER _____ | | | | | | | | | | |
| D. SYSTEM/ITEM TRICARE Pharmacy Program | | | E. CONTRACT/PR NO. HT940221C0007 | | F. CONTRACTOR Express Scripts, Inc (ESI) | | | | | | | | | |
| 1. DATA ITEM NO. Q120 | 2. TITLE OF DATA ITEM CHCBP Monitoring Report | | | | 3. SUBTITLE Initial | | | | | | | | | |
| 4. AUTHORITY (Data Acquisition Document No.) | | | 5. CONTRACT REFERENCE CTR C.2.7.2.2 | | 6. REQUIRING OFFICE Pharm Ops | | | | | | | | | |
| 7. DD 250 REQ N/A | 9. DIST STATEMENT REQUIRED | 10. FREQUENCY See Block 16 | | 12. DATE OF FIRST SUBMISSION See Block 16 | | 14. DISTRIBUTION | | | | | | | | |
| 8. APP CODE N/A | D | 11. AS OF DATE See Block 16 | | 13. DATE OF SUBSEQUENT SUBMISSION See Block 16 | | a. ADDRESSEE | | b. COPIES | | | | | | |
| | | | | | | Draft | Final Reg Repro | | | | | | | |
| 16. REMARKS FIRST SUBMISSION: Frequency: Monthly (for the first three months) Reporting Period Start Date: Start of service delivery Due Date: 10 calendar days after end of reporting period SUBSEQUENT SUBMISSION: Frequency: Quarterly (Option Period) (The COR may direct monthly submission anytime the Government feels closer monitoring of the Contractor's performance is warranted.) Reporting Period Start Date: Start of service delivery, beginning second quarter Due Date: 10 calendar days after end of reporting period PHI/PII: No FILE FORMAT: Microsoft Excel CONTENT DETAILS: The Contractor shall submit a report on the outcome of its coordination process with the CHCBP Contractor, as described in TOM, Chapter 23, Section 3. The report shall include the following: - Date file received from CHCBP Contractor - Date pharmacy Contractor finished profile updates for all beneficiaries meeting CHCBP cat caps - Date Contractor completed issuing refunds of all excess copayments collected - Number of beneficiaries newly identified by CHCBP Contractor as having met CHCBP cat cap - Total number of beneficiaries identified by CHCBP Contractor as having met CHCBP cat cap - Number of beneficiaries newly identified in Contractor's system as having met CHCBP cat cap - Total Number of beneficiaries identified in pharmacy Contractor's system as having met CHCBP cat cap - Number of beneficiaries who paid copayments in excess of cat cap - Number of recoupment actions undertaken against beneficiaries who showed uncollected copays after a CHCBP cat cap correction was received | | | | | | Submit through the | | | | | | | | |
| | | | | | | DHA E-commerce | | | | | | | | |
| | | | | | | Extranet | | | | | | | | |
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| | | | | | | 15. TOTAL | | | | | | 0 | 0 | 0 |
| | | | | | | G. PREPARED BY Beth M Spearman | | | H. DATE 4/19/2021 | | I. APPROVED BY Henry J Gibbs | | J. DATE 4/19/2021 | |

17. PRICE GROUP

18. ESTIMATED
TOTAL PRICE

| CONTRACT DATA REQUIREMENTS LIST (1 Data Item) | | | | | | Form Approved OMB No. 0704-0188 | | | | | | | | |
|---|---|--------------------------------|---------------------------------------|--|---|------------------------------------|--------------------|-----------|----------------------|--|---------------------------------|---|----------------------|---|
| The public reporting burden for this collection of information is estimated to average 110 hours per response, including the time for reviewing instructions, searching existing data sources, gathering and maintaining the data needed, and completing and reviewing the collection of information. Send comments regarding this burden estimate or any other aspect of this collection of information, including suggestions for reducing the burden, to the Department of Defense, Executive Services and Communications Directorate (0704-0188). Respondents should be aware that notwithstanding any other provision of law, no person shall be subject to any penalty for failing to comply with a collection of information if it does not display a currently valid OMB control number. Please do not return your form to the above organization. Send completed form to the Government Issuing Contracting Officer for the Contract/PR No. listed in Block E. | | | | | | | | | | | | | | |
| A. CONTRACT LINE ITEM NO. | | B. EXHIBIT Exhibit A | | C. CATEGORY: TDP _____ TM _____ OTHER _____ | | | | | | | | | | |
| D. SYSTEM/ITEM TRICARE Pharmacy Program | | | E. CONTRACT/PR NO. HT940221C0007 | | F. CONTRACTOR Express Scripts, Inc (ESI) | | | | | | | | | |
| 1. DATA ITEM NO. Q130 | 2. TITLE OF DATA ITEM Eligibility Recoupment Status Report | | | | 3. SUBTITLE Initial | | | | | | | | | |
| 4. AUTHORITY (Data Acquisition Document No.) | | | 5. CONTRACT REFERENCE CTR C.13.2.3 | | 6. REQUIRING OFFICE Pharm Ops | | | | | | | | | |
| 7. DD 250 REQ N/A | 9. DIST STATEMENT REQUIRED | 10. FREQUENCY See Block 16 | | 12. DATE OF FIRST SUBMISSION See Block 16 | | 14. DISTRIBUTION | | | | | | | | |
| 8. APP CODE N/A | D | 11. AS OF DATE See Block 16 | | 13. DATE OF SUBSEQUENT SUBMISSION See Block 16 | | a. ADDRESSEE | | b. COPIES | | | | | | |
| | | | | | | Draft | Final Reg Repro | | | | | | | |
| 16. REMARKS FIRST SUBMISSION: Frequency: Quarterly (Calendar Quarter) (With a monthly breakout of data. The COR may direct the Contractor to monthly submissions at any time if the government feels closer monitoring of the Contractor's performance is warranted.) Reporting Period Start Date: Start of service delivery Due Date: 30 calendar days after end of reporting period SUBSEQUENT SUBMISSION: CONTINUE FROM FIRST SUBMISSION PHI/PII: No FILE FORMAT: Microsoft Excel CONTENT DETAILS: This report shall track ESI efforts to recoupment monies. Beneficiaries: - Number of eligibility changes reported by DMDC by month - Number of recoupments from other sources by month Recoupments: List count of individual beneficiaries, volume of claims, and total dollar value for each category - Received each month - In Queue (waiting to be researched and/or processed) - In Process (being researched) - Initial Letters Sent - Recovered/ Refunded - Administrative Removals (Requests for equitable relief granted) - Transferred to DHA In addition to the current reporting period, the report shall include the above data for all prior months within the current option period plus ending month of last option period. - Definitions Page | | | | | | Submit through the | | | | | | | | |
| | | | | | | DHA e-Commerce | | | | | | | | |
| | | | | | | Extranet. | | | | | | | | |
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| | | | | | | 15. TOTAL | | | | | | 0 | 0 | 0 |
| | | | | | | G. PREPARED BY Beth M Spearman | | | H. DATE 4/19/2021 | | I. APPROVED BY Henry J Gibbs | | J. DATE 4/19/2021 | |

17. PRICE GROUP

18. ESTIMATED
TOTAL PRICE

Eligibility Recoupment Status Report

Contractor: _____

Quarter: _____

| | | | | | |
|---|--|--|--|--|------------|
| Month: | | | | | YTD |
| Beneficiaries: | | | | | |
| # of Eligibility Chages Report by DMDC | | | | | |
| # of Eligibility Recoupments | | | | | |
| | | | | | |
| Recoupments: | | | | | |
| Requestd | | | | | |
| Recovered/Refunded | | | | | |
| Transferred to DHA | | | | | |

Eligibility Recoupment Status Report

Contractor

Quarter

| | | | | |
|---|--|--|--|--|
| Month: | | | | |
| Beneficiaries: | | | | |
| # of Eligibility Chages Report by DMDC | | | | |
| # of Eligibility Recoupments | | | | |
| | | | | |
| Recoupments: | | | | |
| Requestd | | | | |
| Recovered/Refunded | | | | |
| Transferred to DHA | | | | |

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| CONTRACT DATA REQUIREMENTS LIST (1 Data Item) | | | | | | Form Approved OMB No. 0704-0188 | | | | | | | | |
|--|--|--------------------------------|---|--|---|------------------------------------|--------------------|-----------|----------------------|--|---------------------------------|---|----------------------|---|
| The public reporting burden for this collection of information is estimated to average 110 hours per response, including the time for reviewing instructions, searching existing data sources, gathering and maintaining the data needed, and completing and reviewing the collection of information. Send comments regarding this burden estimate or any other aspect of this collection of information, including suggestions for reducing the burden, to the Department of Defense, Executive Services and Communications Directorate (0704-0188). Respondents should be aware that notwithstanding any other provision of law, no person shall be subject to any penalty for failing to comply with a collection of information if it does not display a currently valid OMB control number. Please do not return your form to the above organization. Send completed form to the Government Issuing Contracting Officer for the Contract/PR No. listed in Block E. | | | | | | | | | | | | | | |
| A. CONTRACT LINE ITEM NO. | | B. EXHIBIT N/A | | C. CATEGORY: TDP _____ TM _____ OTHER <u>Performance Report</u> | | | | | | | | | | |
| D. SYSTEM/ITEM TRICARE Pharmacy Program | | | E. CONTRACT/PR NO. HT940221C0007 | | F. CONTRACTOR Express Scripts, Inc (ESI) | | | | | | | | | |
| 1. DATA ITEM NO. Q140 | 2. TITLE OF DATA ITEM Quality Review Program Report | | | | 3. SUBTITLE Initial | | | | | | | | | |
| 4. AUTHORITY (Data Acquisition Document No.) | | | 5. CONTRACT REFERENCE CTR C.14.1.1.2 | | 6. REQUIRING OFFICE Pharm Ops | | | | | | | | | |
| 7. DD 250 REQ No | 9. DIST STATEMENT REQUIRED | 10. FREQUENCY See Block 16 | | 12. DATE OF FIRST SUBMISSION See Block 16 | | 14. DISTRIBUTION | | | | | | | | |
| 8. APP CODE N/A | D | 11. AS OF DATE See Block 16 | | 13. DATE OF SUBSEQUENT SUBMISSION See Block 16 | | a. ADDRESSEE | | b. COPIES | | | | | | |
| | | | | | | Draft | Final Reg Repro | | | | | | | |
| 16. REMARKS FIRST SUBMISSION Frequency: Quarterly (Option Period) Reporting Period Start Date: Start of service delivery Due Date: 45 calendar days after end of reporting period SUBSEQUENT SUBMISSION: CONTINUE FROM FIRST SUBMISSION PHI/PII: No FILE FORMAT: Microsoft Excel CONTENT DETAILS: Report shall meet criteria in the TRICARE Operations Manual, Chapter 1, Section 4, Paragraph 4.3. The report, in consolidated fashion, shall include: - Sample size and error rates in each category in tabular form and categorize errors by type (Categories will include retail, specialty, mail order, compounds, approved paper claims, and denied paper claims) - A complete description of each type or error defined by the contractor - Graphs showing the trending of error rates for each category against prior results under this contract, inclusive of at last 8 previous quarters of data, when available - Validation that sample size requirements have been met - A description of the research conducted to identify root causes for errors - Explanation of the root causes identified - Plans to resolve the root causes to prevent future errors and reduce error rates - Updates on correction and mitigation steps taken to resolve errors identified in past reports and an evaluation of the success of these measures - Discussion of the overall trend of error rates in each category and the contractor's effectiveness at lowering rates over time A log of the claims constituting the sample shall be retained by the contractor for each audit and made available to the Government upon request. This log shall be in MS Excel format and shall include, at minimum: Claim ICN, Processing Date, Claim Category, and Audit Results. | | | | | | Submit through the | | | | | | | | |
| | | | | | | DHA e-Commerce | | | | | | | | |
| | | | | | | Extranet. | | | | | | | | |
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| | | | | | | 15. TOTAL | | | | | | 0 | 0 | 0 |
| | | | | | | G. PREPARED BY Natalie M Jones | | | H. DATE 4/19/2021 | | I. APPROVED BY Henry J Gibbs | | J. DATE 4/19/2021 | |

17. PRICE GROUP

18. ESTIMATED
TOTAL PRICE

| CONTRACT DATA REQUIREMENTS LIST (1 Data Item) | | | | | | Form Approved OMB No. 0704-0188 | | | | | | | | |
|---|---|--------------------------------|--------------------------------------|--|---|------------------------------------|--------------------|-----------|----------------------|--|---------------------------------|---|----------------------|---|
| <p>The public reporting burden for this collection of information is estimated to average 110 hours per response, including the time for reviewing instructions, searching existing data sources, gathering and maintaining the data needed, and completing and reviewing the collection of information. Send comments regarding this burden estimate or any other aspect of this collection of information, including suggestions for reducing the burden, to the Department of Defense, Executive Services and Communications Directorate (0704-0188). Respondents should be aware that notwithstanding any other provision of law, no person shall be subject to any penalty for failing to comply with a collection of information if it does not display a currently valid OMB control number. Please do not return your form to the above organization. Send completed form to the Government Issuing Contracting Officer for the Contract/PR No. listed in Block E.</p> | | | | | | | | | | | | | | |
| A. CONTRACT LINE ITEM NO. | | B. EXHIBIT N/A | | C. CATEGORY: TDP _____ TM _____ OTHER _____ | | | | | | | | | | |
| D. SYSTEM/ITEM TRICARE Pharmacy Program | | | E. CONTRACT/PR NO. HT940221C0007 | | F. CONTRACTOR Express Scripts, Inc (ESI) | | | | | | | | | |
| 1. DATA ITEM NO. Q170 | 2. TITLE OF DATA ITEM Market Drug Trend Report | | | | 3. SUBTITLE Initial | | | | | | | | | |
| 4. AUTHORITY (Data Acquisition Document No.) | | | 5. CONTRACT REFERENCE CTR C.7.2.3 | | 6. REQUIRING OFFICE Pharm Ops | | | | | | | | | |
| 7. DD 250 REQ N/A | 9. DIST STATEMENT REQUIRED | 10. FREQUENCY See Block 16 | | 12. DATE OF FIRST SUBMISSION See Block 16 | | 14. DISTRIBUTION | | | | | | | | |
| 8. APP CODE N/A | D | 11. AS OF DATE See Block 16 | | 13. DATE OF SUBSEQUENT SUBMISSION See Block 16 | | a. ADDRESSEE | | b. COPIES | | | | | | |
| | | | | | | Draft | Final Reg Repro | | | | | | | |
| 16. REMARKS FIRST SUBMISSION: Frequency: Quarterly (Option Period) Reporting Period Start Date: Start of service delivery Due Date: 10 calendar days after the end of reporting period SUBSEQUENT SUBMISSION: CONTINUE FROM FIRST SUBMISSION PHI/PII: No FILE FORMAT: To be mutually agreed upon by the Government and the Contractor CONTENT DETAILS: The Contractor shall provide market drug trend reports and pipeline analysis, quarterly at a minimum. Format and elements of the report will be mutually agreed upon by the Government and the Contractor. Report shall include, at a minimum: - Actionable information (i.e., quantitative analysis of utilization and spend in both the commercial and DoD sectors) for drugs currently on the DoD Uniform Formulary or entering the market - Drug pipeline analysis - Patient extension and expiration analysis - General assumptions of current and future state of the pharmaceutical market | | | | | | Submit through the | | | | | | | | |
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| | | | | | | 15. TOTAL | | | | | | 0 | 0 | 0 |
| | | | | | | G. PREPARED BY Eugene Moore | | | H. DATE 4/19/2021 | | I. APPROVED BY Henry J Gibbs | | J. DATE 4/19/2021 | |

17. PRICE GROUP

18. ESTIMATED
TOTAL PRICE

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| CONTRACT DATA REQUIREMENTS LIST (1 Data Item) | | | | | | Form Approved OMB No. 0704-0188 | | | | | | | | |
| <small>The public reporting burden for this collection of information is estimated to average 110 hours per response, including the time for reviewing instructions, searching existing data sources, gathering and maintaining the data needed, and completing and reviewing the collection of information. Send comments regarding this burden estimate or any other aspect of this collection of information, including suggestions for reducing the burden, to the Department of Defense, Executive Services and Communications Directorate (0704-0188). Respondents should be aware that notwithstanding any other provision of law, no person shall be subject to any penalty for failing to comply with a collection of information if it does not display a currently valid OMB control number. Please do not return your form to the above organization. Send completed form to the Government Issuing Contracting Officer for the Contract/PR No. listed in Block E.</small> | | | | | | | | | | | | | | |
| A. CONTRACT LINE ITEM NO. | | B. EXHIBIT N/A | | C. CATEGORY: TDP _____ TM _____ OTHER _____ | | | | | | | | | | |
| D. SYSTEM/ITEM TRICARE Pharmacy Program | | | E. CONTRACT/PR NO. HT940221C0007 | | F. CONTRACTOR Express Scripts, Inc (ESI) | | | | | | | | | |
| 1. DATA ITEM NO. Q180 | 2. TITLE OF DATA ITEM Specialty Pharmacy Accreditation Performance Guarantee Report | | | | 3. SUBTITLE REV on 12/23/2021 | | | | | | | | | |
| 4. AUTHORITY (Data Acquisition Document No.) | | | 5. CONTRACT REFERENCE CTR H.4.12 | | | 6. REQUIRING OFFICE DHA/Pharm Ops | | | | | | | | |
| 7. DD 250 REQ | 9. DIST STATEMENT REQUIRED D | 10. FREQUENCY See Block 16 | | 12. DATE OF FIRST SUBMISSION See Block 16 | | 14. DISTRIBUTION | | | | | | | | |
| 8. APP CODE | | 11. AS OF DATE See Block 16 | | 13. DATE OF SUBSEQUENT SUBMISSION See Block 16 | | a. ADDRESSEE | | b. COPIES | | | | | | |
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| | | | | | | Reg | | Repro | | | | | | |
| 16. REMARKS FIRST SUBMISSION: Frequency: Quarterly (Option Period) Reporting Period Start Date: Start of pharmacy services Due Date: 30 calendar days after end of reporting period SUBSEQUENT SUBMISSION: CONTINUE FROM FIRST SUBMISSION PHI/PII: No FILE FORMAT: Microsoft Excel CONTENT DETAILS: All network specialty pharmacies shall maintain accreditation by a nationally recognized external accrediting body (e.g., URAC, ACHC, CPPA, etc.) The report shall include, at a minimum, the following for all network specialty pharmacies: -Pharmacy Name -NCPDP -Active Specialty Pharmacy Accreditation (Y/N) -Accreditation body -Accreditation expiration (if applicable) If no accreditation: -Reason for not being accredited -Seeking a waiver from the performance guarantee (Y/N) -Reason for waiver | | | | | | Submit through the | | | | | | | | |
| | | | | | | DHA e-Commerce | | | | | | | | |
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| | | | | | | 15. TOTAL | | | | | | 0 | 0 | 0 |
| | | | | | | G. PREPARED BY Fakhrudin Valibhai | | | H. DATE 12/23/2021 | | I. APPROVED BY Henry Gibbs | | J. DATE 12/23/2021 | |

17. PRICE GROUP

18. ESTIMATED
TOTAL PRICE

CONTRACT DATA REQUIREMENTS LIST*(1 Data Item)*

| | | |
|---------------------------|--------------------|--|
| A. CONTRACT LINE ITEM NO. | B. EXHIBIT | C. CATEGORY: TDP ____ TM ____ OTHER _____ |
| D. SYSTEM/ITEM | E. CONTRACT/PR NO. | F. CONTRACTOR |

16. REMARKS *(Continued)*

[illegible]

FOR THE COMPANY:

1. The first step in the process of the investigation is to identify the problem. This is done by the investigator who is responsible for the investigation. The investigator will then gather information about the problem and the people involved. This information will be used to determine the cause of the problem and to develop a plan to solve it. The investigator will then implement the plan and monitor the results. If the problem is not solved, the investigator will go back to the first step and start over.

10. The undersigned certifies that the above is a true and correct copy of the original document, and that the same is a true and correct copy of the original document as it appears in the file of the undersigned.

[illegible]

7-10-1944. 1. 2. 3. 4. 5. 6. 7. 8. 9. 10. 11. 12. 13. 14. 15. 16. 17. 18. 19. 20. 21. 22. 23. 24. 25. 26. 27. 28. 29. 30. 31. 32. 33. 34. 35. 36. 37. 38. 39. 40. 41. 42. 43. 44. 45. 46. 47. 48. 49. 50. 51. 52. 53. 54. 55. 56. 57. 58. 59. 60. 61. 62. 63. 64. 65. 66. 67. 68. 69. 70. 71. 72. 73. 74. 75. 76. 77. 78. 79. 80. 81. 82. 83. 84. 85. 86. 87. 88. 89. 90. 91. 92. 93. 94. 95. 96. 97. 98. 99. 100. 101. 102. 103. 104. 105. 106. 107. 108. 109. 110. 111. 112. 113. 114. 115. 116. 117. 118. 119. 120. 121. 122. 123. 124. 125. 126. 127. 128. 129. 130. 131. 132. 133. 134. 135. 136. 137. 138. 139. 140. 141. 142. 143. 144. 145. 146. 147. 148. 149. 150. 151. 152. 153. 154. 155. 156. 157. 158. 159. 160. 161. 162. 163. 164. 165. 166. 167. 168. 169. 170. 171. 172. 173. 174. 175. 176. 177. 178. 179. 180. 181. 182. 183. 184. 185. 186. 187. 188. 189. 190. 191. 192. 193. 194. 195. 196. 197. 198. 199. 200. 201. 202. 203. 204. 205. 206. 207. 208. 209. 210. 211. 212. 213. 214. 215. 216. 217. 218. 219. 220. 221. 222. 223. 224. 225. 226. 227. 228. 229. 230. 231. 232. 233. 234. 235. 236. 237. 238. 239. 240. 241. 242. 243. 244. 245. 246. 247. 248. 249. 250. 251. 252. 253. 254. 255. 256. 257. 258. 259. 260. 261. 262. 263. 264. 265. 266. 267. 268. 269. 270. 271. 272. 273. 274. 275. 276. 277. 278. 279. 280. 281. 282. 283. 284. 285. 286. 287. 288. 289. 290. 291. 292. 293. 294. 295. 296. 297. 298. 299. 300. 301. 302. 303. 304. 305. 306. 307. 308. 309. 310. 311. 312. 313. 314. 315. 316. 317. 318. 319. 320. 321. 322. 323. 324. 325. 326. 327. 328. 329. 330. 331. 332. 333. 334. 335. 336. 337. 338. 339. 340. 341. 342. 343. 344. 345. 346. 347. 348. 349. 350. 351. 352. 353. 354. 355. 356. 357. 358. 359. 360. 361. 362. 363. 364. 365. 366. 367. 368. 369. 370. 371. 372. 373. 374. 375. 376. 377. 378. 379. 380. 381. 382. 383. 384. 385. 386. 387. 388. 389. 390. 391. 392. 393. 394. 395. 396. 397. 398. 399. 400. 401. 402. 403. 404. 405. 406. 407. 408. 409. 410. 411. 412. 413. 414. 415. 416. 417. 418. 419. 420. 421. 422. 423. 424. 425. 426. 427. 428. 429. 430. 431. 432. 433. 434. 435. 436. 437. 438. 439. 440. 441. 442. 443. 444. 445. 446. 447. 448. 449. 450. 451. 452. 453. 454. 455. 456. 457. 458. 459. 460. 461. 462. 463. 464. 465. 466. 467. 468. 469. 470. 471. 472. 473. 474. 475. 476. 477. 478. 479. 480. 481. 482. 483. 484. 485. 486. 487. 488. 489. 490. 491. 492. 493. 494. 495. 496. 497. 498. 499. 500. 501. 502. 503. 504. 505. 506. 507. 508. 509. 510. 511. 512. 513. 514. 515. 516. 517. 518. 519. 520. 521. 522. 523. 524. 525. 526. 527. 528. 529. 530. 531. 532. 533. 534. 535. 536. 537. 538. 539. 540. 541. 542. 543. 544. 545. 546. 547. 548. 549. 550. 551. 552. 553. 554. 555. 556. 557. 558. 559. 560. 561. 562. 563. 564. 565. 566. 567. 568. 569. 570. 571. 572. 573. 574. 575. 576. 577. 578. 579. 580. 581. 582. 583. 584. 585. 586. 587. 588. 589. 590. 591. 592. 593. 594. 595. 596. 597. 598. 599. 600. 601. 602. 603. 604. 605. 606. 607. 608. 609. 610. 611. 612. 613. 614. 615. 616. 617. 618. 619. 620. 621. 622. 623. 624. 625. 626. 627. 628. 629. 630. 631. 632. 633. 634. 635. 636. 637. 638. 639. 640. 641. 642. 643. 644. 645. 646. 647. 648. 649. 650. 651. 652. 653. 654. 655. 656. 657. 658. 659. 660. 661. 662. 663. 664. 665. 666. 667. 668. 669. 670. 671. 672. 673. 674. 675. 676. 677. 678. 679. 680. 681. 682. 683. 684. 685. 686. 687. 688. 689. 690. 691. 692. 693. 694. 695. 696. 697. 698. 699. 700. 701. 702. 703. 704. 705. 706. 707. 708. 709. 710. 711. 712. 713. 714. 715. 716. 717. 718. 719. 720. 721. 722. 723. 724. 725. 726. 727. 728. 729. 730. 731. 732. 733. 734. 735. 736. 737. 738. 739. 740. 741. 742. 743. 744. 745. 746. 747. 748. 749. 750. 751. 752. 753. 754. 755. 756. 757. 758. 759. 760. 761. 762. 763. 764. 765. 766. 767. 768. 769. 770. 771. 772. 773. 774. 775. 776. 777. 778. 779. 780. 781. 782. 783. 784. 785. 786. 787. 788. 789. 790. 791. 792. 793. 794. 795. 796. 797. 798. 799. 800. 801. 802. 803. 804. 805. 806. 807. 808. 809. 810. 811. 812. 813. 814. 815. 816. 817. 818. 819. 820. 821. 822. 823. 824. 825. 826. 827. 828. 829. 830. 831. 832. 833. 834. 835. 836. 837. 838

二、三、四、五、六、七、八、九、十、十一、十二、十三、十四、十五、十六、十七、十八、十九、二十、二十一、二十二、二十三、二十四、二十五、二十六、二十七、二十八、二十九、三十、三十一、三十二、三十三、三十四、三十五、三十六、三十七、三十八、三十九、四十、四十一、四十二、四十三、四十四、四十五、四十六、四十七、四十八、四十九、五十、五十一、五十二、五十三、五十四、五十五、五十六、五十七、五十八、五十九、六十、六十一、六十二、六十三、六十四、六十五、六十六、六十七、六十八、六十九、七十、七十一、七十二、七十三、七十四、七十五、七十六、七十七、七十八、七十九、八十、八十一、八十二、八十三、八十四、八十五、八十六、八十七、八十八、八十九、九十、九十一、九十二、九十三、九十四、九十五、九十六、九十七、九十八、九十九、一百。

1. The first step in the process of the investigation is the identification of the problem. This is done by the investigator who is responsible for the investigation. The investigator must identify the problem and the scope of the investigation. The investigator must also identify the objectives of the investigation. The objectives of the investigation are the goals that the investigator wants to achieve. The objectives of the investigation are the goals that the investigator wants to achieve.

1. 2. 3. 4. 5. 6. 7. 8. 9. 10. 11. 12. 13. 14. 15. 16. 17. 18. 19. 20. 21. 22. 23. 24. 25. 26. 27. 28. 29. 30. 31. 32. 33. 34. 35. 36. 37. 38. 39. 40. 41. 42. 43. 44. 45. 46. 47. 48. 49. 50. 51. 52. 53. 54. 55. 56. 57. 58. 59. 60. 61. 62. 63. 64. 65. 66. 67. 68. 69. 70. 71. 72. 73. 74. 75. 76. 77. 78. 79. 80. 81. 82. 83. 84. 85. 86. 87. 88. 89. 90. 91. 92. 93. 94. 95. 96. 97. 98. 99. 100. 101. 102. 103. 104. 105. 106. 107. 108. 109. 110. 111. 112. 113. 114. 115. 116. 117. 118. 119. 120. 121. 122. 123. 124. 125. 126. 127. 128. 129. 130. 131. 132. 133. 134. 135. 136. 137. 138. 139. 140. 141. 142. 143. 144. 145. 146. 147. 148. 149. 150. 151. 152. 153. 154. 155. 156. 157. 158. 159. 160. 161. 162. 163. 164. 165. 166. 167. 168. 169. 170. 171. 172. 173. 174. 175. 176. 177. 178. 179. 180. 181. 182. 183. 184. 185. 186. 187. 188. 189. 190. 191. 192. 193. 194. 195. 196. 197. 198. 199. 200. 201. 202. 203. 204. 205. 206. 207. 208. 209. 210. 211. 212. 213. 214. 215. 216. 217. 218. 219. 220. 221. 222. 223. 224. 225. 226. 227. 228. 229. 230. 231. 232. 233. 234. 235. 236. 237. 238. 239. 240. 241. 242. 243. 244. 245. 246. 247. 248. 249. 250. 251. 252. 253. 254. 255. 256. 257. 258. 259. 260. 261. 262. 263. 264. 265. 266. 267. 268. 269. 270. 271. 272. 273. 274. 275. 276. 277. 278. 279. 280. 281. 282. 283. 284. 285. 286. 287. 288. 289. 290. 291. 292. 293. 294. 295. 296. 297. 298. 299. 300. 301. 302. 303. 304. 305. 306. 307. 308. 309. 310. 311. 312. 313. 314. 315. 316. 317. 318. 319. 320. 321. 322. 323. 324. 325. 326. 327. 328. 329. 330. 331. 332. 333. 334. 335. 336. 337. 338. 339. 340. 341. 342. 343. 344. 345. 346. 347. 348. 349. 350. 351. 352. 353. 354. 355. 356. 357. 358. 359. 360. 361. 362. 363. 364. 365. 366. 367. 368. 369. 370. 371. 372. 373. 374. 375. 376. 377. 378. 379. 380. 381. 382. 383. 384. 385. 386. 387. 388. 389. 390. 391. 392. 393. 394. 395. 396. 397. 398. 399. 400. 401. 402. 403. 404. 405. 406. 407. 408. 409. 410. 411. 412. 413. 414. 415. 416. 417. 418. 419. 420. 421. 422. 423. 424. 425. 426. 427. 428. 429. 430. 431. 432. 433. 434. 435. 436. 437. 438. 439. 440. 441. 442. 443. 444. 445. 446. 447. 448. 449. 450. 451. 452. 453. 454. 455. 456. 457. 458. 459. 460. 461. 462. 463. 464. 465. 466. 467. 468. 469. 470. 471. 472. 473. 474. 475. 476. 477. 478. 479. 480. 481. 482. 483. 484. 485. 486. 487. 488. 489. 490. 491. 492. 493. 494. 495. 496. 497. 498. 499. 500. 501. 502. 503. 504. 505. 506. 507. 508. 509. 510. 511. 512. 513. 514. 515. 516. 517. 518. 519. 520. 521. 522. 523. 524. 525. 526. 527. 528. 529. 530. 531. 532. 533. 534. 535. 536. 537. 538. 539. 540. 541. 542. 543. 544. 545. 546. 547. 548. 549. 550. 551. 552. 553. 554. 555. 556. 557. 558. 559. 560. 561. 562. 563. 564. 565. 566. 567. 568. 569. 570. 571. 572. 573. 574. 575. 576. 577. 578. 579. 580. 581. 582. 583. 584. 585. 586. 587. 588. 589. 590. 591. 592. 593. 594. 595. 596. 597. 598. 599. 600. 601. 602. 603. 604. 605. 606. 607. 608. 609. 610. 611. 612. 613. 614. 615. 616. 617. 618. 619. 620. 621. 622. 623. 624. 625. 626. 627. 628. 629. 630. 631. 632. 633. 634. 635. 636. 637. 638. 639. 640. 641. 642. 643. 644. 645. 646. 647. 648. 649. 650. 651. 652. 653. 654. 655. 656. 657. 658. 659. 660. 661. 662. 663. 664. 665. 666. 667. 668. 669. 670. 671. 672. 673. 674. 675. 676. 677. 678. 679. 680. 681. 682. 683. 684. 685. 686. 687. 688. 689. 690. 691. 692. 693. 694. 695. 696. 697. 698. 699. 700. 701. 702. 703. 704. 705. 706. 707. 708. 709. 710. 711. 712. 713. 714. 715. 716. 717. 718. 719. 720. 721. 722. 723. 724. 725. 726. 727. 728. 729. 730. 731. 732. 733. 734. 735. 736. 737. 738. 739. 740. 741. 742. 743. 744. 745. 746. 747. 748. 749. 750. 751. 752. 753. 754. 755. 756. 757. 758. 759. 760. 761. 762. 763. 764. 765. 766. 767. 768. 769. 770. 771. 772. 773. 774. 775. 776. 777. 778. 779. 780. 781. 782. 783. 784. 785. 786. 787. 788. 789. 790. 791. 792. 793. 794. 795. 796. 797. 798. 799. 800. 801. 802. 803. 804. 805. 806. 807. 808. 809. 810. 811. 812. 813. 814. 815. 816. 817. 818. 819. 820. 821. 822. 823. 824. 825. 826. 827. 828. 829. 830. 831. 832. 833. 834. 835. 836. 837. 838. 839. 840.

১৫. ১৯৮০-৮১ সালে ১০০ জনের মধ্যে ১০ জনের মতন
 ১৯৮০-৮১ সালে ১০০ জনের মধ্যে ১০ জনের মতন
 ১৯৮০-৮১ সালে ১০০ জনের মধ্যে ১০ জনের মতন

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| CONTRACT DATA REQUIREMENTS LIST (1 Data Item) | | | | | Form Approved OMB No. 0704-0188 | | | | |
|---|--|--------------------------------|--|--|---|--|-----------------------|--|--|
| The public reporting burden for this collection of information is estimated to average 110 hours per response, including the time for reviewing instructions, searching existing data sources, gathering and maintaining the data needed, and completing and reviewing the collection of information. Send comments regarding this burden estimate or any other aspect of this collection of information, including suggestions for reducing the burden, to the Department of Defense, Executive Services and Communications Directorate (0704-0188). Respondents should be aware that notwithstanding any other provision of law, no person shall be subject to any penalty for failing to comply with a collection of information if it does not display a currently valid OMB control number. Please do not return your form to the above organization. Send completed form to the Government Issuing Contracting Officer for the Contract/PR No. listed in Block E. | | | | | | | | | |
| A. CONTRACT LINE ITEM NO. | | B. EXHIBIT | | C. CATEGORY: TDP _____ TM _____ OTHER _____ | | | | | |
| D. SYSTEM/ITEM TRICARE Pharmacy Program | | | E. CONTRACT/PR NO. HT940221C0007 | | F. CONTRACTOR Express Scripts, Inc (ESI) | | | | |
| 1. DATA ITEM NO. Q190 | 2. TITLE OF DATA ITEM Network Pharmacy Performance Report | | | | 3. SUBTITLE REV on 12/23/2021 | | | | |
| 4. AUTHORITY (Data Acquisition Document No.) | | | 5. CONTRACT REFERENCE C.3.3.4 | | 6. REQUIRING OFFICE Pharm Ops | | | | |
| 7. DD 250 REQ N/A | 9. DIST STATEMENT REQUIRED D | 10. FREQUENCY See Block 16 | 12. DATE OF FIRST SUBMISSION See Block 16 | | 14. DISTRIBUTION | | | | |
| 8. APP CODE N/A | | 11. AS OF DATE See Block 16 | 13. DATE OF SUBSEQUENT SUBMISSION See Block 16 | | a. ADDRESSEE | | | | |
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| 16. REMARKS FIRST SUBMISSION: Frequency: Quarterly (Option Period) Reporting Period Start Date: Start of service delivery Due Date: 30 calendar days after the end of the reporting period SUBSET SUBMISSIONS: CONTINUE FROM FIRST SUBMISSION PHI/PII: No FILE FORMAT: Mutually agreed upon format CONTENT DETAILS: The Contractor shall provide a report on network pharmacy performance that provides unbiased, benchmarked data using industry-standard quality metrics. Data elements and format will be mutually agreed upon by the Contractor and Government. | | | | | Submit through the | | | | |
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| G. PREPARED BY Natalie Jones | | | H. DATE 12/23/2021 | | I. APPROVED BY Henry Gibbs | | J. DATE 12/23/2021 | | |

17. PRICE GROUP

18. ESTIMATED
TOTAL PRICE

CONTRACT DATA REQUIREMENTS LIST*(1 Data Item)*

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| A. CONTRACT LINE ITEM NO. | B. EXHIBIT | C. CATEGORY: TDP ____ TM ____ OTHER _____ |
| D. SYSTEM/ITEM | E. CONTRACT/PR NO. | F. CONTRACTOR |

16. REMARKS *(Continued)*

| CONTRACT DATA REQUIREMENTS LIST (1 Data Item) | | | | | | Form Approved OMB No. 0704-0188 | | | | | |
|---|---|---------------------------------------|--|--|--|------------------------------------|-----------|---------------------------------|--|-----------------------|--|
| The public reporting burden for this collection of information is estimated to average 110 hours per response, including the time for reviewing instructions, searching existing data sources, gathering and maintaining the data needed, and completing and reviewing the collection of information. Send comments regarding this burden estimate or any other aspect of this collection of information, including suggestions for reducing the burden, to the Department of Defense, Executive Services and Communications Directorate (0704-0188). Respondents should be aware that notwithstanding any other provision of law, no person shall be subject to any penalty for failing to comply with a collection of information if it does not display a currently valid OMB control number. Please do not return your form to the above organization. Send completed form to the Government Issuing Contracting Officer for the Contract/PR No. listed in Block E. | | | | | | | | | | | |
| A. CONTRACT LINE ITEM NO. | | B. EXHIBIT N/A | | C. CATEGORY: TDP _____ TM _____ OTHER _____ | | | | | | | |
| D. SYSTEM/ITEM TRICARE Pharmacy Program | | E. CONTRACT/PR NO. HT940221C0007 | | F. CONTRACTOR Express Scripts, Inc (ESI) | | | | | | | |
| 1. DATA ITEM NO. Q200 | 2. TITLE OF DATA ITEM National Prime Vendor (NPV) Performance Report | | | 3. SUBTITLE REV on 12/23/2021 | | | | | | | |
| 4. AUTHORITY (Data Acquisition Document No.) | | 5. CONTRACT REFERENCE CTR C.6.8.11 | | 6. REQUIRING OFFICE Pharm Ops | | | | | | | |
| 7. DD 250 REQ N/A | 9. DIST STATEMENT REQUIRED D | 10. FREQUENCY See Block 16 | 12. DATE OF FIRST SUBMISSION See Block 16 | 14. DISTRIBUTION | | | | | | | |
| 8. APP CODE N/A | | 11. AS OF DATE See Block 16 | 13. DATE OF SUBSEQUENT SUBMISSION See Block 16 | a. ADDRESSEE | | b. COPIES | | | | | |
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| 16. REMARKS FIRST SUBMISSION: Frequency: Quarterly (Option Period) Reporting Period Start Date: Start of service delivery Due Date: 10 calendar days after end of reporting period SUBSEQUENT SUBMISSION: CONTINUE FROM FIRST SUBMISSION PHI/PII: No FILE FORMAT: Mutually agreed upon format CONTENT DETAILS: The Contractor shall provide a report on NPV fill-rates, manufacture performance and specific medication (by GCN or NDC) performance. Data elements and format will be mutually agreed upon by the Contractor and Government. The methodology utilized to determine performance should be transparent and easy to follow. The report should highlight chronic drug shortages or market disturbances that may impact fill-rates. | | | | Submit through the | | | | | | | |
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| | | | | 15. TOTAL | | | | 0 | | 0 | |
| | | | | G. PREPARED BY Fakhrudin A Valibhai | | H. DATE 12/23/2021 | | I. APPROVED BY Henry J Gibbs | | J. DATE 12/23/2021 | |

17. PRICE GROUP

18. ESTIMATED
TOTAL PRICE

CONTRACT DATA REQUIREMENTS LIST*(1 Data Item)*

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|---------------------------|--------------------|--|
| A. CONTRACT LINE ITEM NO. | B. EXHIBIT | C. CATEGORY: TDP ____ TM ____ OTHER _____ |
| D. SYSTEM/ITEM | E. CONTRACT/PR NO. | F. CONTRACTOR |

16. REMARKS *(Continued)*

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FOR THE COMPLAINANT:

1. The first step is to identify the problem. This involves understanding the situation and the goals that need to be achieved. It is important to gather all relevant information and to define the problem clearly.

10. The undersigned's participation in the past 12 months in the following
 proceedings, documents, writing or other communications was as follows:
 _____ by the State of _____.

1. 1950年10月1日，中华人民共和国成立，标志着中国历史的新纪元。

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১-এ প্রদত্ত তথ্যের আলোকে বলা যায় যে, পূর্ববর্তীতে
 প্রদত্ত তথ্যের আলোকে বলা যায় যে, পূর্ববর্তীতে

১৫. ১৯৮০-৮১ সালে ১০০ জনের মধ্যে ১০ জনের মতন
 ১৯৮০-৮১ সালে ১০০ জনের মধ্যে ১০ জনের মতন
 ১৯৮০-৮১ সালে ১০০ জনের মধ্যে ১০ জনের মতন

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| CONTRACT DATA REQUIREMENTS LIST (1 Data Item) | | | | | | Form Approved OMB No. 0704-0188 | | | | | | | | |
|--|---|--------------------------------|---|---|---|--|--|-----------|----------------------|--|---------------------------------|---|----------------------|---|
| The public reporting burden for this collection of information is estimated to average 110 hours per response, including the time for reviewing instructions, searching existing data sources, gathering and maintaining the data needed, and completing and reviewing the collection of information. Send comments regarding this burden estimate or any other aspect of this collection of information, including suggestions for reducing the burden, to the Department of Defense, Executive Services and Communications Directorate (0704-0188). Respondents should be aware that notwithstanding any other provision of law, no person shall be subject to any penalty for failing to comply with a collection of information if it does not display a currently valid OMB control number. Please do not return your form to the above organization. Send completed form to the Government Issuing Contracting Officer for the Contract/PR No. listed in Block E. | | | | | | | | | | | | | | |
| A. CONTRACT LINE ITEM NO. | | B. EXHIBIT Attachment A | | C. CATEGORY: TDP _____ TM _____ OTHER Performance Report | | | | | | | | | | |
| D. SYSTEM/ITEM TRICARE Pharmacy Program | | | E. CONTRACT/PR NO. HT940221C0007 | | F. CONTRACTOR Express Scripts, Inc (ESI) | | | | | | | | | |
| 1. DATA ITEM NO. R010 | 2. TITLE OF DATA ITEM NPV Discrepancy Report | | | | 3. SUBTITLE Initial | | | | | | | | | |
| 4. AUTHORITY (Data Acquisition Document No.) | | | 5. CONTRACT REFERENCE CTR C.6.8.21.1 | | 6. REQUIRING OFFICE Pharm Ops | | | | | | | | | |
| 7. DD 250 REQ N/A | 9. DIST STATEMENT REQUIRED D | 10. FREQUENCY See Block 16 | | 12. DATE OF FIRST SUBMISSION See Block 16 | | 14. DISTRIBUTION | | | | | | | | |
| 8. APP CODE N/A | | 11. AS OF DATE See Block 16 | | 13. DATE OF SUBSEQUENT SUBMISSION See Block 16 | | a. ADDRESSEE | | b. COPIES | | | | | | |
| 16. REMARKS FIRST SUBMISSION: Frequency: As Required Reporting Period Start Date: Start of service delivery Due Date: Within 2 business days from the date the order was received SUBSEQUENT SUBMISSION: CONTINUE FROM FIRST SUBMISSION PHI/PII: No FILE FORMAT: Microsoft Excel or a format mutually agreed upon by the NPV and the Contractor CONTENT DETAILS: This report will be used to communicate discrepancies identified within a purchase order to the NPV once an order is received by the Contractor. The report shall include, at a minimum, the following fields: Name of Facility Location of Facility Prime Vendor Account Number Invoice Number Date Order Was Placed Activity Point of Contact POC Telephone POC E-mail Report Detail: Call Number Date Received NDC#/PVON ordered Unit of Measure Ordered Description Packing Slip Quantity Receipt Quantity <div style="text-align: center;">Continued on page 2</div> | | | | | | Submit through the | | | | | | | | |
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| | | | | | | G. PREPARED BY Fakhrudin A Valibhai | | | H. DATE 4/19/2021 | | I. APPROVED BY Henry J Gibbs | | J. DATE 4/19/2021 | |

17. PRICE GROUP

18. ESTIMATED
TOTAL PRICE

CONTRACT DATA REQUIREMENTS LIST*(1 Data Item)*

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| A. CONTRACT LINE ITEM NO. | B. EXHIBIT Exhibit A | C. CATEGORY: TDP ____ TM ____ OTHER <u>Performance Report</u> |
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| D. SYSTEM/ITEM TRICARE Pharmacy Program | E. CONTRACT/PR NO. | F. CONTRACTOR |
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16. REMARKS *(Continued)*

Short Quantity
Overage Quantity
Return Authorization for Overage (Provided by NPV)
Document Number (DoDAAC, the Julian date, and the last 4 digits of the call number/PIID)
Comments

Definitions tab

Facility Name

Prime Vendor:

Account Number:

Invoice Number:

Activity POC:

Telephone:

Email:

Date:

Discrepancy Report for Call number: XXXX

[illegible]

| CONTRACT DATA REQUIREMENTS LIST (1 Data Item) | | | | | | Form Approved OMB No. 0704-0188 | | | | | | | | | |
|--|--|--------------------------------|--------------------------------------|--|------------------------|---|--|-----------|----------------------|--|---------------------------------|---|----------------------|---|--|
| <p>The public reporting burden for this collection of information is estimated to average 110 hours per response, including the time for reviewing instructions, searching existing data sources, gathering and maintaining the data needed, and completing and reviewing the collection of information. Send comments regarding this burden estimate or any other aspect of this collection of information, including suggestions for reducing the burden, to the Department of Defense, Executive Services and Communications Directorate (0704-0188). Respondents should be aware that notwithstanding any other provision of law, no person shall be subject to any penalty for failing to comply with a collection of information if it does not display a currently valid OMB control number. Please do not return your form to the above organization. Send completed form to the Government Issuing Contracting Officer for the Contract/PR No. listed in Block E.</p> | | | | | | | | | | | | | | | |
| A. CONTRACT LINE ITEM NO. | | B. EXHIBIT | | C. CATEGORY: TDP _____ TM _____ OTHER _____ | | | | | | | | | | | |
| D. SYSTEM/ITEM TRICARE Pharmacy Program | | | E. CONTRACT/PR NO. HT940221C0007 | | | F. CONTRACTOR Express Scripts, Inc (ESI) | | | | | | | | | |
| 1. DATA ITEM NO. R020 | 2. TITLE OF DATA ITEM Pharmacy Change Monitoring Report | | | | 3. SUBTITLE Initial | | | | | | | | | | |
| 4. AUTHORITY (Data Acquisition Document No.) | | | 5. CONTRACT REFERENCE CTR C.3.3.9 | | | 6. REQUIRING OFFICE Pharm Ops | | | | | | | | | |
| 7. DD 250 REQ N/A | 9. DIST STATEMENT REQUIRED | 10. FREQUENCY See Block 16 | | 12. DATE OF FIRST SUBMISSION See Block 16 | | 14. DISTRIBUTION | | | | | | | | | |
| 8. APP CODE N/A | D | 11. AS OF DATE See Block 16 | | 13. DATE OF SUBSEQUENT SUBMISSION See Block 16 | | a. ADDRESSEE | | b. COPIES | | | | | | | |
| | | | | | | | | Draft | Final Reg Repro | | | | | | |
| 16. REMARKS FIRST SUBMISSION: Frequency: As Required Reporting Period Start Date: Start of service delivery (Beginning 60 days prior to and continuing 180 days after each network change submit weekly reports) Due Date: Friday during weekly reporting SUBSEQUENT SUBMISSION: CONTINUE FROM FIRST SUBMISSION PHI/PI: No FILE FORMAT: Microsoft Excel CONTENT DETAILS: Report shall identify and track impacted beneficiaries by the following categories: - Specialty Medications - Limited Distribution Medications - Hemophilia Medications - Other Non-Specialty Medications Tracking information shall attempt to account for all impacted beneficiaries, including but not limited to the following: - Total beneficiaries who have filled a medication at the impacted pharmacy within 6 months before the change - Number and percentage of impacted beneficiaries who have subsequently filled the prescription at: o TRICARE Home Delivery o MTF Pharmacy o Other Retail Network Pharmacy - Number and percentage of impacted beneficiaries who have not refilled or have done so at an impacted pharmacy The Contractor may end weekly reports when one of the following criteria has been met: 1) Direction to end tracking has been received from the government. 2) All beneficiaries have filled medications at an alternative pharmacy. 3) 180 days has passed since the effective date of the network change. | | | | | | FTP Server | | | | | | | | | |
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| | | | | | | 15. TOTAL | | | | | | 0 | 0 | 0 | |
| | | | | | | G. PREPARED BY Teisha A Robertson | | | H. DATE 4/19/2021 | | I. APPROVED BY Henry J Gibbs | | J. DATE 4/19/2021 | | |

17. PRICE GROUP

18. ESTIMATED
TOTAL PRICE

| CONTRACT DATA REQUIREMENTS LIST (1 Data Item) | | | | | | Form Approved OMB No. 0704-0188 | | | | | | | | |
|---|--|--------------------------------|--------------------------------------|--|---|------------------------------------|--|-----------|----------------------|--|---------------------------------|---|----------------------|---|
| The public reporting burden for this collection of information is estimated to average 110 hours per response, including the time for reviewing instructions, searching existing data sources, gathering and maintaining the data needed, and completing and reviewing the collection of information. Send comments regarding this burden estimate or any other aspect of this collection of information, including suggestions for reducing the burden, to the Department of Defense, Executive Services and Communications Directorate (0704-0188). Respondents should be aware that notwithstanding any other provision of law, no person shall be subject to any penalty for failing to comply with a collection of information if it does not display a currently valid OMB control number. Please do not return your form to the above organization. Send completed form to the Government Issuing Contracting Officer for the Contract/PR No. listed in Block E. | | | | | | | | | | | | | | |
| A. CONTRACT LINE ITEM NO. | | B. EXHIBIT N/A | | C. CATEGORY: TDP _____ TM _____ OTHER _____ | | | | | | | | | | |
| D. SYSTEM/ITEM TRICARE Pharmacy Program | | | E. CONTRACT/PR NO. HT940221C0007 | | F. CONTRACTOR Express Scripts, Inc (ESI) | | | | | | | | | |
| 1. DATA ITEM NO. R030 | 2. TITLE OF DATA ITEM Ad Hoc Management Reports | | | | 3. SUBTITLE Initial | | | | | | | | | |
| 4. AUTHORITY (Data Acquisition Document No.) | | | 5. CONTRACT REFERENCE CTR C.14.12 | | 6. REQUIRING OFFICE Pharm Ops | | | | | | | | | |
| 7. DD 250 REQ N/A | 9. DIST STATEMENT REQUIRED D | 10. FREQUENCY See Block 16 | | 12. DATE OF FIRST SUBMISSION See Block 16 | | 14. DISTRIBUTION | | | | | | | | |
| 8. APP CODE N/A | | 11. AS OF DATE See Block 16 | | 13. DATE OF SUBSEQUENT SUBMISSION See Block 16 | | a. ADDRESSEE | | b. COPIES | | | | | | |
| 16. REMARKS FIRST SUBMISSION: Frequency: As Required Reporting Period Start Date: Start of service delivery Due Date: As specified by the Government SUBSEQUENT SUBMISSION: CONTINUE FROM FIRST SUBMISSION PHI/PII: Yes FILE FORMAT: As specified by the Government CONTENT DETAILS: The contractor shall provide additional reports to support benefit design review and evaluation, at the request of the Government. | | | | | | Draft | | Final | | | | | | |
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| | | | | | | G. PREPARED BY Melissa J Yates | | | H. DATE 4/19/2021 | | I. APPROVED BY Henry J Gibbs | | J. DATE 4/19/2021 | |

17. PRICE GROUP

18. ESTIMATED
TOTAL PRICE

| CONTRACT DATA REQUIREMENTS LIST (1 Data Item) | | | | | | Form Approved OMB No. 0704-0188 | | | | | | | | |
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| The public reporting burden for this collection of information is estimated to average 110 hours per response, including the time for reviewing instructions, searching existing data sources, gathering and maintaining the data needed, and completing and reviewing the collection of information. Send comments regarding this burden estimate or any other aspect of this collection of information, including suggestions for reducing the burden, to the Department of Defense, Executive Services and Communications Directorate (0704-0188). Respondents should be aware that notwithstanding any other provision of law, no person shall be subject to any penalty for failing to comply with a collection of information if it does not display a currently valid OMB control number. Please do not return your form to the above organization. Send completed form to the Government Issuing Contracting Officer for the Contract/PR No. listed in Block E. | | | | | | | | | | | | | | |
| A. CONTRACT LINE ITEM NO. | | B. EXHIBIT | | C. CATEGORY: TDP _____ TM _____ OTHER _____ | | | | | | | | | | |
| D. SYSTEM/ITEM TRICARE Pharmacy Program | | | E. CONTRACT/PR NO. HT940221C0007 | | F. CONTRACTOR Express Scripts, Inc (ESI) | | | | | | | | | |
| 1. DATA ITEM NO. R040 | 2. TITLE OF DATA ITEM Appeals Processing Guidelines, Desk Instructions and Reference Material | | | | 3. SUBTITLE Initial | | | | | | | | | |
| 4. AUTHORITY (Data Acquisition Document No.) | | | 5. CONTRACT REFERENCE TOM C12 S1 & 32 CFR 199.10 | | 6. REQUIRING OFFICE OGC | | | | | | | | | |
| 7. DD 250 REQ N/A | 9. DIST STATEMENT REQUIRED D | 10. FREQUENCY See Block 16 | | 12. DATE OF FIRST SUBMISSION See Block 16 | | 14. DISTRIBUTION | | | | | | | | |
| 8. APP CODE N/A | | 11. AS OF DATE See Block 16 | | 13. DATE OF SUBSEQUENT SUBMISSION See Block 16 | | a. ADDRESSEE | | b. COPIES | | | | | | |
| 16. REMARKS FIRST SUBMISSION: Frequency: One Time Reporting Period Start Date: Start of service delivery Due Date: 60 calendar days before start of reporting period SUBSEQUENT SUBMISSION: Frequency: As Required Reporting Period Start Date: Start of service delivery Due Date: As updates/changes occur PHI/PII: No FILE FORMAT: No specific file format required CONTENT DETAILS: The contractor shall deliver one complete set of its processing guidelines, desk instructions, and reference materials covering all tasks required in TOM, Chapter 12, Section 1 and provide updates as changes occur. | | | | | | Draft | | Final | | | | | | |
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| | | | | | | G. PREPARED BY Christopher D Jung | | | H. DATE 4/19/2021 | | I. APPROVED BY Henry J Gibbs | | J. DATE 4/19/2021 | |

17. PRICE GROUP

18. ESTIMATED
TOTAL PRICE

| CONTRACT DATA REQUIREMENTS LIST (1 Data Item) | | | | | | Form Approved OMB No. 0704-0188 | | | | | | | | |
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| The public reporting burden for this collection of information is estimated to average 110 hours per response, including the time for reviewing instructions, searching existing data sources, gathering and maintaining the data needed, and completing and reviewing the collection of information. Send comments regarding this burden estimate or any other aspect of this collection of information, including suggestions for reducing the burden, to the Department of Defense, Executive Services and Communications Directorate (0704-0188). Respondents should be aware that notwithstanding any other provision of law, no person shall be subject to any penalty for failing to comply with a collection of information if it does not display a currently valid OMB control number. Please do not return your form to the above organization. Send completed form to the Government Issuing Contracting Officer for the Contract/PR No. listed in Block E. | | | | | | | | | | | | | | |
| A. CONTRACT LINE ITEM NO. | | B. EXHIBIT | | C. CATEGORY: TDP _____ TM _____ OTHER _____ | | | | | | | | | | |
| D. SYSTEM/ITEM TRICARE Pharmacy Program | | | E. CONTRACT/PR NO. HT940221C0007 | | F. CONTRACTOR Express Scripts, Inc (ESI) | | | | | | | | | |
| 1. DATA ITEM NO. R050 | 2. TITLE OF DATA ITEM Breach Report | | | | 3. SUBTITLE Initial | | | | | | | | | |
| 4. AUTHORITY (Data Acquisition Document No.) | | | 5. CONTRACT REFERENCE TOM C1 S5 | | 6. REQUIRING OFFICE DHA Privacy Office | | | | | | | | | |
| 7. DD 250 REQ N/A | 9. DIST STATEMENT REQUIRED | 10. FREQUENCY See Block 16 | | 12. DATE OF FIRST SUBMISSION See Block 16 | | 14. DISTRIBUTION | | | | | | | | |
| 8. APP CODE N/A | D | 11. AS OF DATE See Block 16 | | 13. DATE OF SUBSEQUENT SUBMISSION See Block 16 | | a. ADDRESSEE | | | | | | | | |
| | | | | b. COPIES | | | | | | | | | | |
| 16. REMARKS FIRST SUBMISSION: Frequency: As Required Reporting Period Start Date: Start of service delivery Due Date: Within 24 hours of discovery of breach and updates with new information as required SUBSEQUENT SUBMISSION: CONTINUE FROM FIRST SUBMISSION PHI/PII: No FILE FORMAT: PDF CONTENT DETAILS: The Contractor shall complete the fillable DD Form 2959, Breach of Personally Identifiable Information (PII) and Protected Health Information (PHI) Report, (available at http://www.health.mil/Military-Health-Topic/Privacy-and-Civil-Liberties/Breaches-of-PII-andPHI) and email the form to dha.ncr.pcl.mbx.dha-privacy-officer@mail.mil . The Contractor is responsible for reporting all information needed by the DHA Privacy Office to make timely and accurate determinations on reports to Health and Human Services (HHS) as required by the HHS Breach Rule and reports to the Defense Privacy and Civil Liberties Division as required by DoD Privacy Act Issuances. For non-cyber incidents without a US-CERT number, the contractor shall assign an internal tracking number and include that number in Box I.e of DD Form 2959. The Contractor shall submit updated Breach of Personally Identifiable Information (PII) Report DD Form 2959 as additional information required by the form is received (indicate the submission date in the "Updated Report" box at the first line of the form). Examples of updated information the Contractor shall report include, but are not limited to: confirmation on the exact data elements compromised, the root cause of the incident, vulnerabilities, exploited, and any mitigation actions to include sanctions, training, incident containment, follow-up, etc. | | | | | | Draft | | Final | | | | | | |
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| | | | | | | G. PREPARED BY Joseph E Davidge | | | H. DATE 4/19/2021 | | I. APPROVED BY Henry J Gibbs | | J. DATE 4/19/2021 | |

17. PRICE GROUP

18. ESTIMATED
TOTAL PRICE

| CONTRACT DATA REQUIREMENTS LIST (1 Data Item) | | | | | | Form Approved OMB No. 0704-0188 | | | | |
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| The public reporting burden for this collection of information is estimated to average 110 hours per response, including the time for reviewing instructions, searching existing data sources, gathering and maintaining the data needed, and completing and reviewing the collection of information. Send comments regarding this burden estimate or any other aspect of this collection of information, including suggestions for reducing the burden, to the Department of Defense, Executive Services and Communications Directorate (0704-0188). Respondents should be aware that notwithstanding any other provision of law, no person shall be subject to any penalty for failing to comply with a collection of information if it does not display a currently valid OMB control number. Please do not return your form to the above organization. Send completed form to the Government Issuing Contracting Officer for the Contract/PR No. listed in Block E. | | | | | | | | | | |
| A. CONTRACT LINE ITEM NO. | | B. EXHIBIT | | C. CATEGORY: TDP _____ TM _____ OTHER _____ | | | | | | |
| D. SYSTEM/ITEM TRICARE Pharmacy Program | | | E. CONTRACT/PR NO. HT940221C0007 | | F. CONTRACTOR Express Scripts, Inc (ESI) | | | | | |
| 1. DATA ITEM NO. R060 | 2. TITLE OF DATA ITEM Program Integrity Standard Operating Procedures | | | | 3. SUBTITLE Initial | | | | | |
| 4. AUTHORITY (Data Acquisition Document No.) | | | 5. CONTRACT REFERENCE TOM C13 S1 | | 6. REQUIRING OFFICE Program Integrity (PI) | | | | | |
| 7. DD 250 REQ N/A | 9. DIST STATEMENT REQUIRED D | 10. FREQUENCY See Block 16 | | 12. DATE OF FIRST SUBMISSION See Block 16 | | 14. DISTRIBUTION | | | | |
| 8. APP CODE N/A | | 11. AS OF DATE See Block 16 | | 13. DATE OF SUBSEQUENT SUBMISSION See Block 16 | | a. ADDRESSEE | | | | |
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| 16. REMARKS FIRST SUBMISSION: Frequency: As Required Reporting Period Start Date: Start of service delivery Due Date: As updates/changes occur SUBSEQUENT SUBMISSION: CONTINUE FROM FIRST SUBMISSION PHI/PII: No FILE FORMAT: No specific file format required CONTENT DETAILS: The contractor shall develop and maintain standard operating procedures (e.g. desk procedures). A copy, in electronic read-only format, shall be provided to Program Integrity (PI) at the start of the contract with updates provided as changes occur. | | | | | | Submit through the | | | | |
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| G. PREPARED BY Alison H Coleman | | | H. DATE 4/19/2021 | | I. APPROVED BY Henry J Gibbs | | J. DATE 4/19/2021 | | | |

17. PRICE GROUP

18. ESTIMATED
TOTAL PRICE

| CONTRACT DATA REQUIREMENTS LIST (1 Data Item) | | | | | | Form Approved OMB No. 0704-0188 | | | | | | | | | | | | |
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| <p>The public reporting burden for this collection of information is estimated to average 110 hours per response, including the time for reviewing instructions, searching existing data sources, gathering and maintaining the data needed, and completing and reviewing the collection of information. Send comments regarding this burden estimate or any other aspect of this collection of information, including suggestions for reducing the burden, to the Department of Defense, Executive Services and Communications Directorate (0704-0188). Respondents should be aware that notwithstanding any other provision of law, no person shall be subject to any penalty for failing to comply with a collection of information if it does not display a currently valid OMB control number. Please do not return your form to the above organization. Send completed form to the Government Issuing Contracting Officer for the Contract/PR No. listed in Block E.</p> | | | | | | | | | | | | | | | | | | |
| A. CONTRACT LINE ITEM NO. | | B. EXHIBIT N/A | | C. CATEGORY: TDP _____ TM _____ OTHER <u>Performance Report</u> | | | | | | | | | | | | | | |
| D. SYSTEM/ITEM TRICARE Pharmacy Program | | | E. CONTRACT/PR NO. HT940221C0007 | | F. CONTRACTOR Express Scripts, Inc (ESI) | | | | | | | | | | | | | |
| 1. DATA ITEM NO. R070 | 2. TITLE OF DATA ITEM State of Emergency Report | | | | 3. SUBTITLE Initial | | | | | | | | | | | | | |
| 4. AUTHORITY (Data Acquisition Document No.) N/A | | | 5. CONTRACT REFERENCE CTR C.2.8.6.5 | | 6. REQUIRING OFFICE Pharm Ops | | | | | | | | | | | | | |
| 7. DD 250 REQ N/A | 9. DIST STATEMENT REQUIRED D | 10. FREQUENCY See Block 16 | | 12. DATE OF FIRST SUBMISSION See Block 16 | | 14. DISTRIBUTION | | | | | | | | | | | | |
| 8. APP CODE N/A | | 11. AS OF DATE See Block 16 | | 13. DATE OF SUBSEQUENT SUBMISSION See Block 16 | | <table border="1" style="width: 100%; border-collapse: collapse;"> <tr> <td rowspan="2" style="width: 50%;">a. ADDRESSEE</td> <td colspan="3" style="text-align: center;">b. COPIES</td> </tr> <tr> <td style="width: 15%;">Draft</td> <td style="width: 15%;">Final</td> <td style="width: 15%;"></td> </tr> <tr> <td></td> <td></td> <td>Reg</td> <td>Repro</td> </tr> </table> | | | a. ADDRESSEE | b. COPIES | | | Draft | Final | | | | Reg |
| a. ADDRESSEE | b. COPIES | | | | | | | | | | | | | | | | | |
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| <p>16. REMARKS</p> <p>FIRST SUBMISSION: Frequency: As Required Reporting Period Start Date: Start of service delivery Due Date: Within 10 days after the final expiration date (including any extension dates) of the last affected area</p> <p>SUBSEQUENT SUBMISSION: CONTINUE FROM FIRST SUBMISSION</p> <p>PHI/PII: No FILE FORMAT: Microsoft Excel</p> <p>CONTENT DETAILS: The report shall provide accurate and complete documentation for the dates, areas of impact and use of waivers for all state of emergency declarations. The report shall be a rolling summary to include all State of Emergency waiver requests.</p> <p>At a minimum, the report shall include:</p> <ul style="list-style-type: none"> - Area(s) affected (listed by county if not state-wide) - Type of event (e.g. hurricane, severe weather, fires, etc) - Beginning and end date of State of Emergency - If the refill too soon waiver was approved or disapproved - Refill too soon waiver effective date - Refill too soon waiver expiration date (including original and any extension dates) - Total number of prescriptions filled with a waiver - Notes (as applicable, such as number of extension, changes in parameters, etc) | | | | | | Submit through the | | | | | | | | | | | | |
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17. PRICE GROUP

18. ESTIMATED
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| CONTRACT DATA REQUIREMENTS LIST (1 Data Item) | | | | | | Form Approved OMB No. 0704-0188 | | | | | | | | |
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| The public reporting burden for this collection of information is estimated to average 110 hours per response, including the time for reviewing instructions, searching existing data sources, gathering and maintaining the data needed, and completing and reviewing the collection of information. Send comments regarding this burden estimate or any other aspect of this collection of information, including suggestions for reducing the burden, to the Department of Defense, Executive Services and Communications Directorate (0704-0188). Respondents should be aware that notwithstanding any other provision of law, no person shall be subject to any penalty for failing to comply with a collection of information if it does not display a currently valid OMB control number. Please do not return your form to the above organization. Send completed form to the Government Issuing Contracting Officer for the Contract/PR No. listed in Block E. | | | | | | | | | | | | | | |
| A. CONTRACT LINE ITEM NO. | | B. EXHIBIT | | C. CATEGORY: TDP _____ TM _____ OTHER _____ | | | | | | | | | | |
| D. SYSTEM/ITEM TRICARE Pharmacy Program | | | E. CONTRACT/PR NO. HT940221C0007 | | F. CONTRACTOR Express Scripts, Inc (ESI) | | | | | | | | | |
| 1. DATA ITEM NO. R080 | 2. TITLE OF DATA ITEM Audit Detail Worksheet | | | | 3. SUBTITLE Initial | | | | | | | | | |
| 4. AUTHORITY (Data Acquisition Document No.) | | | 5. CONTRACT REFERENCE TOM C13 S3 | | 6. REQUIRING OFFICE Program Integrity (DHA-PI) | | | | | | | | | |
| 7. DD 250 REQ | 9. DIST STATEMENT REQUIRED | 10. FREQUENCY See Block 16 | | 12. DATE OF FIRST SUBMISSION See Block 16 | | 14. DISTRIBUTION | | | | | | | | |
| 8. APP CODE | D | 11. AS OF DATE See Block 16 | | 13. DATE OF SUBSEQUENT SUBMISSION See Block 16 | | a. ADDRESSEE | | b. COPIES | | | | | | |
| | | | | | | Draft | Final Reg Repro | | | | | | | |
| 16. REMARKS FIRST SUBMISSION: Frequency: As Required Reporting Period Start Date: Start of service delivery Due Date: 30 calendar days after case development completion, to be submitted with case referral SUBSEQUENT SUBMISSION: CONTINUE FROM FIRST SUBMISSION PHI/PII: Yes FILE FORMAT: Microsoft Word/Microsoft Excel CONTENT DETAILS: Audit findings must be reported in a clear and concise manner. Items required to ensure valid extrapolation and facilitate extrapolation replication which shall be reported on extrapolation worksheet. Template is attached with updates provided by the government as required. | | | | | | Submit directly to | | | | | | | | |
| | | | | | | Program Integrity | | | | | | | | |
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| | | | | | | G. PREPARED BY Alison H Coleman | | | H. DATE 4/19/2021 | | I. APPROVED BY Henry J Gibbs | | J. DATE 4/19/2021 | |

17. PRICE GROUP

18. ESTIMATED
TOTAL PRICE

| | |
|-----------------|--|
| Contractor Name | |
| Case Name | |
| Referral Date | |

Audit Detail Worksheet (pg. 1)

Note: For stratified sampling, this worksheet, a claim level Excel file, and RAT-STATS Extrapolation Text file shall be returned to DHA PI for each stratum.

| Audit Design | | | |
|--|--|---|---|
| 1 | Is the audit based on one or more random sample(s) without replacement? | <input type="checkbox"/> Yes <input type="checkbox"/> No (Proceed to Step 15) | Sampling shall occur at the claim level. Line items are summed to reach a netted amount for the claim. |
| 2 | Descriptive name for the audit or the stratum | | E.g. Stratum 2: Mid-cost claims for surgery (\$2000-\$8000) |
| 3 | Type of claims audited | | E.g. clinic, procedure, surgery, physical therapy |
| 4 | Start of claim date range | / / | |
| 5 | End of claim date range | / / | |
| Sample Size Estimation using RAT-STATS | | | |
| 6 | Universe Size | | Provide the universe size. For stratified sample designs, this is the universe size for the stratum. |
| 7 | Type of Sample Size Determination Used a. Attribute (for Rates) b. Variable (for Total \$) | <input type="checkbox"/> Attribute <input type="checkbox"/> Variable | Variable sample size calculations are most appropriate for extrapolation of total dollars of overpayment. Use of attribute-based sample size may result in inadequate confidence and precision for total overpayment in the full audit. |
| 8 | Confidence Level and Precision | 90% Confidence and <input type="checkbox"/> 5% precision <input type="checkbox"/> 10% precision <input type="checkbox"/> 15% precision | Confirm use of 90% confidence level with selected precision range <i>Note: RAT-STATS requests precision as a range, e.g. 10% in RAT-STATS is equivalent to $\pm 5\%$.</i> |
| 9 | Estimate of the Universe Mean a. Value b. Source | Value: Source: | a. For estimation of cost of overpayment, this value is the average dollars overpaid. Note that underpayments represent \$0 of overpayment. b. This estimate can come from a random probe sample or prior knowledge. |
| 10 | Estimate of the universe standard deviation (SD) a. Value b. Source | Value: Source: | This estimate can come from a random probe sample or prior knowledge. 95% of the claims in a sample of \$150 mean and \$50 SD of overpayment are anticipated to be in the range from \$0 to \$300 of overpayment. |
| 11 | Sample Size returned by RAT-STATS | | A minimum sample size for each stratum of 30 claims is required. RAT-STATS will annotate sample sizes <30 with an asterisk. <i>Note: For any claim with insufficient documentation for review, attribute an overpayment equal to the paid amount. Therefore no oversampling is required.</i> |

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|-----------------|--|
| Contractor Name | |
| Case Name | |
| Referral Date | |

Audit Detail Worksheet (pg. 2)

Note: For stratified sampling, this worksheet, a claim level Excel file, and RAT-STATS Extrapolation Text file shall be returned to DHA PI for each stratum.

| Sampled Units and Audit Findings | | | |
|---|---|--|--|
| 12 | RAT-STATS Seed Number Used | | <i>Note: Select a new seed number for each audit or stratum within an audit and record here.</i> |
| 13 | Number of claims selected | | <ul style="list-style-type: none"> Order the claims in ascending Internal Control Number (ICN) order. If the number of claims desired by the RAT-STATS sample size estimate exceeds the number of claims in the universe or stratum, the audit must be refocused, stratified, and/or employ a 100% sample for outlier claims. |
| 14 | Provide an Excel spreadsheet that contains: <ul style="list-style-type: none"> a. Sample item number b. Paid amount \$ c. Overpayment \$ | Name of Excel spreadsheet: | <ul style="list-style-type: none"> The spreadsheet shall contain one row for each claim audited. Full claims will be netted for the paid and overpayment amounts. For any claim with insufficient documentation for review, attribute an overpayment equal to the paid amount. Enter underpayments as \$0 of overpayment. <i>Note: In RAT-STATS, Paid amounts are called Examined values and Overpayments are called Difference values.</i> |
| RAT-STATS Appraisal Extrapolation Results | | | |
| 15 | Type of RAT-STATS Appraisal Used | | <ul style="list-style-type: none"> E.g. Stratified from the Variable Appraisal menu in RAT-STATS. <i>Note: If a 100% audit was used, use the Unrestricted Variable Appraisal and enter the number of claims audited as the universe size and sample size.</i> |
| 16 | Provide the output from RAT-STATS in a Text file | Name of text file: | <ul style="list-style-type: none"> Select one of the Output To options that includes a Text File to provide this item. |
| 17 | Enter the Total of Difference Values from the RAT-STATS output | | <ul style="list-style-type: none"> This is also known as the point estimate of the overpayment for the audit. For stratified audits, enter the overall result here on the worksheet for each stratum. |
| 18 | Enter the Lower Bound and Precision Percent achieved for the Overpayment values at 90% and 95% confidence levels, | 90% Confidence: Lower Bound: _____ Precision %: _____ 95% Confidence: Lower Bound: _____ Precision %: _____ | <ul style="list-style-type: none"> <i>Note: Confidence levels are for the observed overpayments. RAT-STATS supplies the requested 90% and 95% confidence levels in the Text file output under the Difference section by default.</i> If the Precision percent for 90% confidence is higher than 25%, this audit may be disallowed at the discretion of DHA PI. <i>Note: A precision percent of 0.00% will be listed if a 100% Audit was used.</i> |

| CONTRACT DATA REQUIREMENTS LIST (1 Data Item) | | | | | | Form Approved OMB No. 0704-0188 | | | | | | | | | | | | |
|--|--|--------------------------------|-------------------------------------|--|---|---|--|----------------------|--------------|---------------------------------|--|----------------------|-------|-------|--|--|--|-----|
| <p>The public reporting burden for this collection of information is estimated to average 110 hours per response, including the time for reviewing instructions, searching existing data sources, gathering and maintaining the data needed, and completing and reviewing the collection of information. Send comments regarding this burden estimate or any other aspect of this collection of information, including suggestions for reducing the burden, to the Department of Defense, Executive Services and Communications Directorate (0704-0188). Respondents should be aware that notwithstanding any other provision of law, no person shall be subject to any penalty for failing to comply with a collection of information if it does not display a currently valid OMB control number. Please do not return your form to the above organization. Send completed form to the Government Issuing Contracting Officer for the Contract/PR No. listed in Block E.</p> | | | | | | | | | | | | | | | | | | |
| A. CONTRACT LINE ITEM NO. | | B. EXHIBIT Exhibit A | | C. CATEGORY: TDP _____ TM _____ OTHER _____ | | | | | | | | | | | | | | |
| D. SYSTEM/ITEM TRICARE Pharmacy Program | | | E. CONTRACT/PR NO. | | F. CONTRACTOR | | | | | | | | | | | | | |
| 1. DATA ITEM NO. R090 | 2. TITLE OF DATA ITEM Fraud/Abuse Patient Harm-Initial Notification Checklist | | | | 3. SUBTITLE Initial | | | | | | | | | | | | | |
| 4. AUTHORITY (Data Acquisition Document No.) | | | 5. CONTRACT REFERENCE TOM C13 S3 | | 6. REQUIRING OFFICE Program Integrity (PI) | | | | | | | | | | | | | |
| 7. DD 250 REQ N/A | 9. DIST STATEMENT REQUIRED D | 10. FREQUENCY See Block 16 | | 12. DATE OF FIRST SUBMISSION See Block 16 | | 14. DISTRIBUTION | | | | | | | | | | | | |
| 8. APP CODE N/A | | 11. AS OF DATE See Block 16 | | 13. DATE OF SUBSEQUENT SUBMISSION See Block 16 | | <table border="1" style="width: 100%; border-collapse: collapse;"> <tr> <td rowspan="2" style="width: 50%;">a. ADDRESSEE</td> <td colspan="3" style="text-align: center;">b. COPIES</td> </tr> <tr> <td style="width: 15%;">Draft</td> <td style="width: 15%;">Final</td> <td style="width: 15%;"></td> </tr> <tr> <td></td> <td></td> <td>Reg</td> <td>Repro</td> </tr> </table> | | | a. ADDRESSEE | b. COPIES | | | Draft | Final | | | | Reg |
| a. ADDRESSEE | b. COPIES | | | | | | | | | | | | | | | | | |
| | Draft | Final | | | | | | | | | | | | | | | | |
| | | Reg | Repro | | | | | | | | | | | | | | | |
| 16. REMARKS FIRST SUBMISSION: Frequency: As Required Reporting Period Start Date: Start of service delivery Due Date: Upon notification of confirmed patient harm SUBSEQUENT SUBMISSION: CONTINUE FROM FIRST SUBMISSION PHI/PII: Yes FILE FORMAT: No specific file format CONTENT DETAILS: A completed Fraud/Abuse Patient Harm-Initial Notification Checklist shall be submitted to DHA PI when submitting a case in which a fraudulent or abusive act resulted in patient harm. Template is attached with updates provided by the government as required. | | | | | | Submit directly to Program Integrity | | | | | | | | | | | | |
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17. PRICE GROUP

18. ESTIMATED
TOTAL PRICE

FRAUD/ABUSE PATIENT HARM-INITIAL NOTIFICATION CHECKLIST

1. Provider Name:
2. Provider Type:
3. Provider TIN:
4. Address of Provider:
5. Is the provider network/non-network:
6. Patient Harm Allegation:
7. Medical determination of patient harm made by:
8. How was allegation reported/identified:
9. # of Beneficiaries actively seeing provider:
10. Prior complaints? If yes, provide details if complaints are related to this allegation?
11. Are network providers available to relocate beneficiaries' actively seeing provider?
12. Have referrals been discontinued to this provider?
13. Are state licensure authorities involved? If yes, provide details:
14. Are any law enforcement agencies investigating allegations? If yes, provide details:
15. Provide estimated date of case referral submission to DHA-PI:
16. Provide DHA-PI with copies of any medical records that substantiate this allegation.

***NOTE:** Patient harm refers to a fraudulent or abusive practice directly causing a patient who is undergoing treatment for a disease, injury, medical, or dental condition to suffer actual physical injury or psychological injury or acceleration of an underlying condition. The determination of patient harm has occurred must be based on the opinion of a qualified physician, dentist, or pharmacist.

****NOTE:** Medical Malpractice issues are not considered patient harm unless a fraudulent or abusive practice resulted in injury.

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FRAUD/ABUSE PATIENT HARM-INITIAL NOTIFICATION CHECKLIST

1. Provider Name:
2. Provider Type:
3. Provider TIN:
4. Address of Provider:
5. Is the provider network/non-network:
6. Patient Harm Allegation:
7. Medical determination of patient harm made by:
8. How was allegation reported/identified:
9. # of Beneficiaries actively seeing provider:
10. Prior complaints? If yes, provide details if complaints are related to this allegation?
11. Are network providers available to relocate beneficiaries' actively seeing provider?
12. Have referrals been discontinued to this provider?
13. Are state licensure authorities involved? If yes, provide details:
14. Are any law enforcement agencies investigating allegations? If yes, provide details:
15. Provide estimated date of case referral submission to DHA-PJ:
16. Provide DHA-PI with copies of any medical records that substantiate this allegation.

*NOTE: Patient harm refers to a fraudulent or abusive practice directly causing a patient who is undergoing treatment for a disease, injury, medical, or dental condition to suffer actual physical injury or psychological injury or acceleration of an underlying condition. The determination of patient harm has occurred must be based on the opinion of a qualified physician, dentist, or pharmacist.

**NOTE: Medical Malpractice issues are not considered patient harm unless a fraudulent or abusive practice resulted in injury.

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| CONTRACT DATA REQUIREMENTS LIST (1 Data Item) | | | | | | Form Approved OMB No. 0704-0188 | | | | | | | | |
|---|---|--------------------------------|-------------------------------------|--|---|------------------------------------|--|--|----------------------|--|---------------------------------|---|----------------------|---|
| The public reporting burden for this collection of information is estimated to average 110 hours per response, including the time for reviewing instructions, searching existing data sources, gathering and maintaining the data needed, and completing and reviewing the collection of information. Send comments regarding this burden estimate or any other aspect of this collection of information, including suggestions for reducing the burden, to the Department of Defense, Executive Services and Communications Directorate (0704-0188). Respondents should be aware that notwithstanding any other provision of law, no person shall be subject to any penalty for failing to comply with a collection of information if it does not display a currently valid OMB control number. Please do not return your form to the above organization. Send completed form to the Government Issuing Contracting Officer for the Contract/PR No. listed in Block E. | | | | | | | | | | | | | | |
| A. CONTRACT LINE ITEM NO. | | B. EXHIBIT Exhibit A | | C. CATEGORY: TDP _____ TM _____ OTHER _____ | | | | | | | | | | |
| D. SYSTEM/ITEM TRICARE Pharmacy Program | | | E. CONTRACT/PR NO. HT940221C0007 | | F. CONTRACTOR Express Scripts, Inc (ESI) | | | | | | | | | |
| 1. DATA ITEM NO. R100 | 2. TITLE OF DATA ITEM DHA/MTF Fraud & Abuse Referral Cover Sheet | | | | 3. SUBTITLE Initial | | | | | | | | | |
| 4. AUTHORITY (Data Acquisition Document No.) | | | 5. CONTRACT REFERENCE TOM C13 S3 | | 6. REQUIRING OFFICE Program Integrity (PI) | | | | | | | | | |
| 7. DD 250 REQ N/A | 9. DIST STATEMENT REQUIRED D | 10. FREQUENCY See Block 16 | | 12. DATE OF FIRST SUBMISSION See Block 16 | | 14. DISTRIBUTION | | | | | | | | |
| 8. APP CODE N/A | | 11. AS OF DATE See Block 16 | | 13. DATE OF SUBSEQUENT SUBMISSION See Block 16 | | a. ADDRESSEE | | | | | | | | |
| 16. REMARKS FIRST SUBMISSION: Frequency: As Required Reporting Period Start Date: Start of service delivery Due Date: Case Referral Submission – 30 calendar days after case development Non-Case Referral Submission – when documents are delivered to DHA-PI SUBSEQUENT SUBMISSION: CONTINUE FROM FIRST SUBMISSION PHI/PII: Yes FILE FORMAT: Microsoft Word, or Adobe PDF CONTENT DETAILS: The following shall be submitted to DHA-PI: A completed DHA/MTF Fraud & Abuse Referral Cover Sheet shall be included with every case referral meeting DHA-PI's threshold. Template is attached with updates provided by the government as required. | | | | | | b. COPIES | | | | | | | | |
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| | | | | | | G. PREPARED BY Alison H Coleman | | | H. DATE 4/19/2021 | | I. APPROVED BY Henry J Gibbs | | J. DATE 4/19/2021 | |

17. PRICE GROUP

18. ESTIMATED
TOTAL PRICE

| DHA/MTF FRAUD AND ABUSE REFERRAL COVER SHEET | |
|--|---------------------|
| SUBJECT NAME(S): | |
| ADDRESS (CITY, STATE): | |
| TIN(S)/EIN/NPI: | 180 DAY START DATE: |
| POTENTIAL FRAUD OR ABUSE ISSUES (List section(s) of 32 CFR 199.9 (b) and/or (c) that are alleged to have been violated): | |
| SUBJECT(S) TYPE: e.g.: Beneficiary, Provider, Hospital, Clinic type, Dentist, Surgeon, DME, General Practice, Pharmacy. | |
| CONTRACTOR/MTF POC: | PHONE NUMBER: |
| DOLLAR DAMAGES | |
| ACTUAL: | EXTRAPOLATED: |
| DHA INTERNAL USE ONLY: | |
| RECEIVED DATE: | |
| ACTION OFFICER: | REFERRAL SOURCE: |
| CASE RELATIONSHIP | |
| LEAD NUMBER: | QUI TAM NUMBER: |

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| | |
|--|------------------------|
| DHA/MTF FRAUD AND ABUSE REFERRAL COVER SHEET | |
| SUBJECT NAME(S): | ADDRESS (CITY, STATE): |
| TIN(S)/EIN/NPI: | 180 DAY START DATE: |
| POTENTIAL FRAUD OR ABUSE ISSUES (List section(s) of 32 CFR 199.9 (b) and/or (c) that are alleged to have been violated): | |
| SUBJECT(S) TYPE: e.g.: Beneficiary, Provider, Hospital, Clinic type, Dentist, Surgeon, DME, General Practice, Pharmacy. | |
| CONTRACTOR/MTF POC: | PHONE NUMBER: |
| DOLLAR DAMAGES | |
| ACTUAL: | EXTRAPOLATED: |
| DHA INTERNAL USE ONLY: | |
| RECEIVED DATE: | |
| ACTION OFFICER: | REFERRAL SOURCE: |
| CASE RELATIONSHIP | |
| LEAD NUMBER: | QUI TAM NUMBER: |

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Nov 2013

| CONTRACT DATA REQUIREMENTS LIST (1 Data Item) | | | | | | Form Approved OMB No. 0704-0188 | | | | | | | | |
|---|---|--------------------------------|-------------------------------------|--|---|------------------------------------|--|--|----------------------|--|---------------------------------|-------|----------------------|--|
| The public reporting burden for this collection of information is estimated to average 110 hours per response, including the time for reviewing instructions, searching existing data sources, gathering and maintaining the data needed, and completing and reviewing the collection of information. Send comments regarding this burden estimate or any other aspect of this collection of information, including suggestions for reducing the burden, to the Department of Defense, Executive Services and Communications Directorate (0704-0188). Respondents should be aware that notwithstanding any other provision of law, no person shall be subject to any penalty for failing to comply with a collection of information if it does not display a currently valid OMB control number. Please do not return your form to the above organization. Send completed form to the Government Issuing Contracting Officer for the Contract/PR No. listed in Block E. | | | | | | | | | | | | | | |
| A. CONTRACT LINE ITEM NO. | | B. EXHIBIT Exhibit A | | C. CATEGORY: TDP _____ TM _____ OTHER _____ | | | | | | | | | | |
| D. SYSTEM/ITEM TRICARE Pharmacy Program | | | E. CONTRACT/PR NO. HT940221C0007 | | F. CONTRACTOR Express Scripts, Inc (ESI) | | | | | | | | | |
| 1. DATA ITEM NO. R110 | 2. TITLE OF DATA ITEM Declaration of Transfer and Destruction of Records | | | | 3. SUBTITLE Initial | | | | | | | | | |
| 4. AUTHORITY (Data Acquisition Document No.) | | | 5. CONTRACT REFERENCE TOM C2 S6 | | 6. REQUIRING OFFICE DHA Records Management | | | | | | | | | |
| 7. DD 250 REQ N/A | 9. DIST STATEMENT REQUIRED C | 10. FREQUENCY See Block 16 | | 12. DATE OF FIRST SUBMISSION See Block 16 | | 14. DISTRIBUTION | | | | | | | | |
| 8. APP CODE N/A | | 11. AS OF DATE See Block 16 | | 13. DATE OF SUBSEQUENT SUBMISSION See Block 16 | | a. ADDRESSEE | | | | | | | | |
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| 16. REMARKS FIRST SUBMISSION: Frequency: As Required Reporting Period Start Date: Start of service delivery Due Date: 30 calendar days after successful records transfer SUBSEQUENT SUBMISSION: CONTINUE FROM FIRST SUBMISSION PHI/PII: No FILE FORMAT: Microsoft Word for template and final signed document in PDF CONTENT DETAILS: The contractor shall complete the attached template, Declaration of Transfer and Destruction of Records, in accordance with the directions provided in TOM C9 S5. Template is attached with updates provided by the government as required. | | | | | | Submit through the | | | | | | | | |
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| | | | | | | G. PREPARED BY Glinda L Hodgkin | | | H. DATE 4/19/2021 | | I. APPROVED BY Henry J Gibbs | | J. DATE 4/19/2021 | |

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|------------------------------|
| 17. PRICE GROUP n |
| 18. ESTIMATED TOTAL PRICE |

<CONTRACTOR LETTERHEAD>

This must be submitted on Contractor Letterhead

DECLARATION OF TRANSFER AND DESTRUCTION OF RECORDS

The undersigned individuals hereby declare that <Enter Contractor Name>, <Enter Contract Number> has transferred records and permanently removed/destroyed the DHA records identified below, including removal/destruction and completely wiping (using an approved sanitization method) from all electronic systems and databases, and any related backup/convenience data (paper copies, tapes, cartridges, CDs, vendors, other electronic storage devices, etc.) in accordance with 36 CFR Chapter XII, Subchapter B and NIST SP 800-88: Guidelines for Media Sanitization.

The official federal records have been successfully transferred and completion of this document certifies that non-records (i.e. convenience copies) at <Enter Contractor Name> have been permanently destroyed.

Transfer Information

Record File Number: _____

Transfer Date(s): _____

Transfer Number(s):

_____ Description/

Comment: _____

Format: _____ Paper _____ Electronic

Records transferred to DHA per DHA agreement? _____ Yes _____ No _____ N/A

Records received by DHA? _____ Yes _____ No _____ N/A

Records transferred to incoming contractor? _____ Yes _____ No _____ N/A

Records received by incoming contractor? _____ Yes _____ No _____ N/A

Recipient Point of Contact Information (knowledgeable of transfer data)

<Contractor Name/ DHA Office Name>: _____

POC Name: _____ Phone Number:

_____ Email Address:

<CONTRACTOR LETTERHEAD>
This must be submitted on Contractor
Letterhead

Record Information

Volume/Size of records destroyed: _____

Method of destruction: _____

Destruction Date: _____

Certificate of Destruction: ____ Yes ____ No

The undersigned individuals declare under penalty of perjury that the foregoing is true and correct in accordance with 28 U.S.C. § 1746.

Transferring POC Name: _____

Title: _____

Date: _____

Signature: _____

<CONTRACTOR LETTERHEAD>

This must be submitted on Contractor Letterhead

DECLARATION OF DESTRUCTION OF RECORDS

The undersigned individuals hereby declare that *<Enter Contractor Name>*, *<Enter Contract Number>* has destroyed records and permanently removed the DHA records identified below, including completely wiping (using an approved sanitization method) from all electronic systems and databases, and any related backup/convenience data (paper copies, tapes, cartridges, CDs, vendors, other electronic storage devices, etc.) in accordance with 36 CFR Chapter XII, Subchapter B and NIST SP 800-88: Guidelines for Media Sanitization.

All official federal records have been successfully destroyed and completion of this document certifies that non-records (i.e. convenience copies) at *<Enter Contractor Name>* have been permanently destroyed.

Record File Number: _____

Volume/Size of Records Destroyed:

Method of Destruction: _____

Destruction Date: _____

Certificate of Destruction: ____ Yes ____ No

Format: ____ Paper ____ Electronic

The undersigned individuals declare under penalty of perjury that the foregoing is true and correct in accordance with 28 U.S.C. § 1746.

Name: _____

Title: _____

Date: _____

Signature: _____

<CONTRACTOR LETTERHEAD>

This must be submitted on Contractor Letterhead

Instructions:

1. For official federal records that have been transferred to an incoming contractor, complete pages 1-2 on company letterhead and include the applicable Notice of Destruction (NOD) when notifying DHA.
2. For official federal records that have met their disposition and have been destroyed or removed from the current contractor's server, complete page 3 on company letterhead and include the applicable NOD when notifying DHA.

DECLARATION OF TRANSFER AND DESTRUCTION OF RECORDS

The undersigned individuals hereby declare that *<Enter Contractor Name/DHA Office Name>*, *<Enter Contract Number/DHA Office Symbol>* has transferred records and permanently removed/destroyed the DHA records identified below, including removal/destruction and completely wiping (using an approved sanitization method) from all electronic systems and databases, and any related backup/convenience data (paper copies, tapes, cartridges, CDs, vendors, other electronic storage devices, etc.) in accordance with 36 CFR Chapter XII, Subchapter B and NIST SP 800-88: Guidelines for Media Sanitization.

The official federal records have been successfully transferred and completion of this document certifies that non-records (i.e. convenience copies) at *<Enter Source Office Name>* have been permanently destroyed.

Transfer Information

Record File Number: _____

Transfer Date(s): _____

Transfer Number(s): _____

Description/Comment: _____

Format: _____ Paper _____ Electronic

Records transferred to DHA per DHA agreement? _____ Yes _____ No _____ N/A

Records received by DHA? _____ Yes _____ No _____ N/A

Records transferred to incoming contractor? _____ Yes _____ No _____ N/A

Records received by incoming contractor? _____ Yes _____ No _____ N/A

<CONTRACTOR LETTERHEAD>

This must be submitted on Contractor Letterhead

Recipient Point of Contact Information (knowledgeable of transfer data)

<Contractor Name/ DHA Office Name>: _____

POC Name: _____ Phone Number: _____

Email Address: _____

Record Information

Volume/Size of records destroyed: _____

Method of destruction: _____

Destruction Date: _____

Certificate of Destruction: ____Yes ____No

The undersigned individuals declare under penalty of perjury that the foregoing is true and correct in accordance with 28 U.S.C. § 1746.

Transferring POC Name: _____

Title: _____

Date: _____

Signature: _____

<CONTRACTOR LETTERHEAD>

This must be submitted on Contractor Letterhead

DECLARATION OF DESTRUCTION OF RECORDS

The undersigned individuals hereby declare that *<Enter Contractor Name>*, *<Enter Contract Number>* has destroyed records and permanently removed the DHA records identified below, including completely wiping (using an approved sanitization method) from all electronic systems and databases, and any related backup/convenience data (paper copies, tapes, cartridges, CDs, vendors, other electronic storage devices, etc.) in accordance with 36 CFR Chapter XII, Subchapter B and NIST SP 800-88: Guidelines for Media Sanitization.

All official federal records have been successfully destroyed and completion of this document certifies that non-records (i.e. convenience copies) at *<Enter Source Office Name>* have been permanently destroyed.

Record File Number: _____

Volume/Size of Records Destroyed: _____

Method of Destruction: _____

Destruction Date: _____

Certificate of Destruction: ____ Yes ____ No

Format: ____ Paper ____ Electronic

The undersigned individuals declare under penalty of perjury that the foregoing is true and correct in accordance with 28 U.S.C. § 1746.

Name: _____

Title: _____

Date: _____

Signature: _____

| CONTRACT DATA REQUIREMENTS LIST (1 Data Item) | | | | | | Form Approved OMB No. 0704-0188 | | | | | |
|---|--|--------------------------------|-------------------------------------|--|---|------------------------------------|----------------------|--|-------|--|--|
| The public reporting burden for this collection of information is estimated to average 110 hours per response, including the time for reviewing instructions, searching existing data sources, gathering and maintaining the data needed, and completing and reviewing the collection of information. Send comments regarding this burden estimate or any other aspect of this collection of information, including suggestions for reducing the burden, to the Department of Defense, Executive Services and Communications Directorate (0704-0188). Respondents should be aware that notwithstanding any other provision of law, no person shall be subject to any penalty for failing to comply with a collection of information if it does not display a currently valid OMB control number. Please do not return your form to the above organization. Send completed form to the Government Issuing Contracting Officer for the Contract/PR No. listed in Block E. | | | | | | | | | | | |
| A. CONTRACT LINE ITEM NO. | | B. EXHIBIT N/A | | C. CATEGORY: TDP _____ TM _____ OTHER <u>Performance Report</u> | | | | | | | |
| D. SYSTEM/ITEM TRICARE Pharmacy Program | | | E. CONTRACT/PR NO. HT940221C0007 | | F. CONTRACTOR Express Scripts, Inc (ESI) | | | | | | |
| 1. DATA ITEM NO. R120 | 2. TITLE OF DATA ITEM Transition-In MOU | | | | 3. SUBTITLE Initial | | | | | | |
| 4. AUTHORITY (Data Acquisition Document No.) N/A | | | 5. CONTRACT REFERENCE TOM C23 S5 | | | 6. REQUIRING OFFICE Pharm Ops | | | | | |
| 7. DD 250 REQ N/A | 9. DIST STATEMENT REQUIRED D | 10. FREQUENCY See Block 16 | | 12. DATE OF FIRST SUBMISSION See Block 16 | | 14. DISTRIBUTION | | | | | |
| 8. APP CODE N/A | | 11. AS OF DATE See Block 16 | | 13. DATE OF SUBSEQUENT SUBMISSION See Block 16 | | a. ADDRESSEE | | | | | |
| | | | | | | b. COPIES | | | | | |
| | | | | | | Draft | | | Final | | |
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| | | | | | | Repro | | | | | |
| 16. REMARKS FIRST SUBMISSION: Frequency: As Required Reporting Period Start Date: Contract Award Due Date: 15 calendar days from end of Post Award Conference and 15 calendar days from any changes SUBSEQUENT SUBMISSION: CONTINUE FROM FIRST SUBMISSION PHI/PII: No FILE FORMAT: Mutually agreed upon by Government and the Contractors. CONTENT DETAILS: In the event of a non-incumbent Contractor, the incoming and outgoing Contractors will develop a MOU to support the coordination of transition activities as required in the contract and TRICARE Manuals. | | | | | | Submit through the | | | | | |
| | | | | | | DHA e-Commerce | | | | | |
| | | | | | | Extranet. | | | | | |
| | | | | | | (Per TOM C14) | | | | | |
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| | | | | | | 15. TOTAL | | | | | |
| G. PREPARED BY Melissa J Yates | | | H. DATE 4/19/2021 | | I. APPROVED BY Henry J Gibbs | | J. DATE 4/19/2021 | | | | |

17. PRICE GROUP

18. ESTIMATED
TOTAL PRICE

| CONTRACT DATA REQUIREMENTS LIST (1 Data Item) | | | | | | Form Approved OMB No. 0704-0188 | | | | | | | | |
|---|---|--------------------------------|-------------------------------------|--|---|------------------------------------|--|-------|----------------------|--|---------------------------------|---|----------------------|---|
| The public reporting burden for this collection of information is estimated to average 110 hours per response, including the time for reviewing instructions, searching existing data sources, gathering and maintaining the data needed, and completing and reviewing the collection of information. Send comments regarding this burden estimate or any other aspect of this collection of information, including suggestions for reducing the burden, to the Department of Defense, Executive Services and Communications Directorate (0704-0188). Respondents should be aware that notwithstanding any other provision of law, no person shall be subject to any penalty for failing to comply with a collection of information if it does not display a currently valid OMB control number. Please do not return your form to the above organization. Send completed form to the Government Issuing Contracting Officer for the Contract/PR No. listed in Block E. | | | | | | | | | | | | | | |
| A. CONTRACT LINE ITEM NO. | | B. EXHIBIT N/A | | C. CATEGORY: TDP _____ TM _____ OTHER <u>Performance Report</u> | | | | | | | | | | |
| D. SYSTEM/ITEM TRICARE Pharmacy Program | | | E. CONTRACT/PR NO. HT940221C0007 | | F. CONTRACTOR Express Scripts, Inc (ESI) | | | | | | | | | |
| 1. DATA ITEM NO. R121 | 2. TITLE OF DATA ITEM Transition-Out MOU | | | | 3. SUBTITLE Initial | | | | | | | | | |
| 4. AUTHORITY (Data Acquisition Document No.) N/A | | | 5. CONTRACT REFERENCE TOM C23 S5 | | | 6. REQUIRING OFFICE Pharm Ops | | | | | | | | |
| 7. DD 250 REQ N/A | 9. DIST STATEMENT REQUIRED D | 10. FREQUENCY See Block 16 | | 12. DATE OF FIRST SUBMISSION See Block 16 | | 14. DISTRIBUTION | | | | | | | | |
| 8. APP CODE N/A | | 11. AS OF DATE See Block 16 | | 13. DATE OF SUBSEQUENT SUBMISSION See Block 16 | | a. ADDRESSEE | | | | | | | | |
| 16. REMARKS FIRST SUBMISSION: Frequency: As Required Reporting Period Start Date: Start of transition-out Due Date: 15 calendar days from end of Post Award Meeting and 15 calendar days from any changes SUBSEQUENT SUBMISSION: CONTINUE FROM FIRST SUBMISSION PHI/PII: No FILE FORMAT: Mutually agreed upon by Government and the Contractors. CONTENT DETAILS: In the event of a non-incumbent Contractor, the incoming and outgoing Contractors will develop a MOU to support the coordination of transition activities as required in the contract and TRICARE Manuals. | | | | | | b. COPIES | | | | | | | | |
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| | | | | | | 15. TOTAL | | | | | | 0 | 0 | 0 |
| | | | | | | G. PREPARED BY Melissa J Yates | | | H. DATE 4/19/2021 | | I. APPROVED BY Henry J Gibbs | | J. DATE 4/19/2021 | |

17. PRICE GROUP

18. ESTIMATED
TOTAL PRICE

| CONTRACT DATA REQUIREMENTS LIST (1 Data Item) | | | | | | Form Approved OMB No. 0704-0188 | |
|--|--|--------------------------------|--|--|---|------------------------------------|-------|
| The public reporting burden for this collection of information is estimated to average 110 hours per response, including the time for reviewing instructions, searching existing data sources, gathering and maintaining the data needed, and completing and reviewing the collection of information. Send comments regarding this burden estimate or any other aspect of this collection of information, including suggestions for reducing the burden, to the Department of Defense, Executive Services and Communications Directorate (0704-0188). Respondents should be aware that notwithstanding any other provision of law, no person shall be subject to any penalty for failing to comply with a collection of information if it does not display a currently valid OMB control number. Please do not return your form to the above organization. Send completed form to the Government Issuing Contracting Officer for the Contract/PR No. listed in Block E. | | | | | | | |
| A. CONTRACT LINE ITEM NO. | | B. EXHIBIT N/A | | C. CATEGORY: TDP _____ TM _____ OTHER _____ | | | |
| D. SYSTEM/ITEM TRICARE Pharmacy Program | | | E. CONTRACT/PR NO. HT940221C0007 | | F. CONTRACTOR Express Scripts, Inc (ESI) | | |
| 1. DATA ITEM NO. R130 | 2. TITLE OF DATA ITEM Specialty Pharmacy NDC Change Requests Report | | | | 3. SUBTITLE REV on 10/12/2022 | | |
| 4. AUTHORITY (Data Acquisition Document No.) | | | 5. CONTRACT REFERENCE CTR C.4.7.2 | | 6. REQUIRING OFFICE DHA Pharm Ops | | |
| 7. DD 250 REQ N/A | 9. DIST STATEMENT REQUIRED D | 10. FREQUENCY See Block 16 | 12. DATE OF FIRST SUBMISSION See Block 16 | 14. DISTRIBUTION | | | |
| 8. APP CODE N/A | | 11. AS OF DATE See Block 16 | 13. DATE OF SUBSEQUENT SUBMISSION See Block 16 | a. ADDRESSEE | | b. COPIES | |
| | | | | | | Draft | Final |
| | | | | | | Reg | Repro |
| 16. REMARKS FIRST SUBMISSION: Frequency: One Time Reporting Period Start Date: Start of service delivery Due Date: 2nd business day following the start of service delivery SUBSEQUENT SUBMISSION: Frequency: As Required Reporting Period Start Date: Start of service delivery Due Date: When an alternate product's availability is confirmed with NPV PHI/PII: No FILE FORMAT: Microsoft Excel CONTENT DETAILS: The Contractor shall provide a report as needed of all requested specialty drug NDCs proposed for immediate change for replenishment to designated specialty pharmacies, submitted for DHA review and CO or COR approval. The Government reserves the right to make modifications to the report requirements after the first submission. The report must include, at a minimum, the following: Request ID (contractor-specified) Date Submitted to DoD Type of Change Dispensing Site (if multiple location) Generic Code Number (GCN) GCN Sequence Number (GSN) Current NDC Current Manufacturer Current NDC National Contract (Y/N) Current Medical Pricing Catalog Cost Cost Difference New Medical Pricing Catalog Cost New NDC Selection New Manufacturer Selection Drug Name, Strength, Form New NDC National Contract (Y/N) | | | | By email to | | | |
| | | | | COR and | | | |
| | | | | individuals | | | |
| | | | | designated by the | | | |
| | | | | Government | | | |
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| G. PREPARED BY Fakhrudin Valibhai | | H. DATE 10/12/2022 | | I. APPROVED BY Henry J Gibbs | | J. DATE 10/12/2022 | |

Continued on page 2

17. PRICE GROUP

18. ESTIMATED
TOTAL PRICE

CONTRACT DATA REQUIREMENTS LIST

(1 Data Item)

| | | |
|--|-------------------------------------|---|
| A. CONTRACT LINE ITEM NO. | B. EXHIBIT | C. CATEGORY: TDP ____ TM ____ OTHER ____ |
| D. SYSTEM/ITEM TRICARE Pharmacy Program | E. CONTRACT/PR NO. HT940221C0007 | F. CONTRACTOR Express Scripts, Inc (ESI) |

16. REMARKS (Continued)

Reason for Requested Change (e.g., backorder, cannot support DoD usage, Government-directed, change from MPPP, temporary use of commercial product, other applicable reasons)

Contractor's Assigned POC (if multiple POCs are involved)

Summary of Contractor/Prime Vendor Communication (including specific comments regarding NDC unavailability, additional background information supporting change)

Package Size of New NDC

Anticipated TPharm5 Monthly Usage (units)

Projected Annual Impact (Cost Difference * Monthly Usage * 12 months)

Burning Specialty Pharmacy's Inventory (indicate Y/N)

Unit pack (if package cannot be broken, indicate Y/N)

New NDC on Medical Pricing Catalog? (indicate Y/N)

New NDC TAA Compliant (indicate Y/N)

New NDC Have a NAD Waiver (indicate Y/N)

Change to Specialty Pharmacy's Commercial Preferred NDC (Y/N)

Change from Contractor's commercial preferred NDC to DoD preferred NDC? (indicate Y/N)

Holding Replenishment Owed? (indicate Y/N)

Transferring Replenishment Owed to another previously approved? (indicate Y/N)

If transferring RO, to what NDC? (indicate N/A or specify NDC)

Seeking RO on new NDC? (indicate Y/N)

Change Approval fields (blank for documentation)

- DoD Guidance
- TPharm5 POC
- TPharm5 COR

The report shall include:

- Description and intention of report, including the methodology and assumptions utilized to generate the report
- Definitions tab
- Change log to include change type, description of change, date identified, originator of change, and revision date

| CONTRACT DATA REQUIREMENTS LIST (1 Data Item) | | | | | | Form Approved OMB No. 0704-0188 | | | | | | | |
|--|--|--------------------------------|--------------------------------------|--|---|---|--------------------|-----------------------|--|---------------------------------|--|-----------------------|---|
| The public reporting burden for this collection of information is estimated to average 110 hours per response, including the time for reviewing instructions, searching existing data sources, gathering and maintaining the data needed, and completing and reviewing the collection of information. Send comments regarding this burden estimate or any other aspect of this collection of information, including suggestions for reducing the burden, to the Department of Defense, Executive Services and Communications Directorate (0704-0188). Respondents should be aware that notwithstanding any other provision of law, no person shall be subject to any penalty for failing to comply with a collection of information if it does not display a currently valid OMB control number. Please do not return your form to the above organization. Send completed form to the Government Issuing Contracting Officer for the Contract/PR No. listed in Block E. | | | | | | | | | | | | | |
| A. CONTRACT LINE ITEM NO. | | B. EXHIBIT N/A | | C. CATEGORY: TDP _____ TM _____ OTHER <u>Performance Report</u> | | | | | | | | | |
| D. SYSTEM/ITEM TRICARE Pharmacy Program | | | E. CONTRACT/PR NO. HT940221C0007 | | F. CONTRACTOR Express Scripts, Inc (ESI) | | | | | | | | |
| 1. DATA ITEM NO. R140 | 2. TITLE OF DATA ITEM Specialty Market Priced Pharmaceutical Program Report | | | | 3. SUBTITLE REV on 03/01/2023 | | | | | | | | |
| 4. AUTHORITY (Data Acquisition Document No.) | | | 5. CONTRACT REFERENCE CTR C.4.7.6 | | 6. REQUIRING OFFICE DHA Pharm Ops | | | | | | | | |
| 7. DD 250 REQ N/A | 9. DIST STATEMENT REQUIRED | 10. FREQUENCY See Block 16 | | 12. DATE OF FIRST SUBMISSION See Block 16 | | 14. DISTRIBUTION | | | | | | | |
| 8. APP CODE N/A | D | 11. AS OF DATE See Block 16 | | 13. DATE OF SUBSEQUENT SUBMISSION See Block 16 | | a. ADDRESSEE | b. COPIES | | | | | | |
| | | | | | | Draft | Final Reg Repro | | | | | | |
| 16. REMARKS FIRST SUBMISSION: Frequency: As Required Reporting Period Start Date: Start of service delivery Due Date: 2nd business day after MPPP offer(s) are identified SUBSEQUENT SUBMISSION: Frequency: As Required (monthly while offers are active) Reporting Period Start Date: Continue from first submission Due Date: 2nd business day after MPPP offer(s) are identified (for monthly submissions, 10 calendar days after end of reporting period) PHI/PII: No FILE FORMAT: Microsoft Excel CONTENT DETAILS: This report shall identify and track all offers, offer status, claims volume approved and dispensed, per month and per offer, associated with Market Priced Pharmaceutical Program for specialty drugs, and cost savings per quarter. The Contractor shall provide a report showing offer summary with accepted, declined, and expired offers. The report will also include offer history, accepted offer tracking, savings summary, and savings details. This report shall be delivered on a monthly cadence until all active offers have expired. SUMMARY Number of Offers by Status (e.g. Denied, Accepted, Expired) per month. ACCEPTED OFFER TRACKING Offer Accepted Date Dispensing Start Date Dispensing End Date (Offer Complete Date) Drug Description (drug, strength, form) Offer NDC Medical Pricing File (MPF) NDC Offer Units Offer Price Weighted Avg MPF Price (based on any price changes on the MPF during offer duration) Offer Status (e.g. expired, in-progress) <div style="text-align: right;">Continued on page 2</div> | | | | | | By email to | | | | | | | |
| | | | | | | COR and all | | | | | | | |
| | | | | | | individuals | | | | | | | |
| | | | | | | designated by the | | | | | | | |
| | | | | | | Government | | | | | | | |
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| | | | | | | G. PREPARED BY Fakhrudin A. Valibhai | | H. DATE 03/01/2023 | | I. APPROVED BY Henry J Gibbs | | J. DATE 03/01/2023 | |

17. PRICE GROUP

18. ESTIMATED
TOTAL PRICE

CONTRACT DATA REQUIREMENTS LIST

(1 Data Item)

| | | |
|--|-------------------------------------|--|
| A. CONTRACT LINE ITEM NO. | B. EXHIBIT | C. CATEGORY: TDP _____ TM _____ OTHER <u>Performance Report</u> |
| D. SYSTEM/ITEM TRICARE Pharmacy Program | E. CONTRACT/PR NO. HT940221C0007 | F. CONTRACTOR Express Scripts, Inc (ESI) |

16. REMARKS (Continued)

By Month:

- Units Dispensed
- Cost per Units dispensed
- Calculated MPF Cost
- Savings
- Estimated Incentive

SAVINGS DETAILS

Offer Accepted Date

Offer Unit Price

MPF Unit Price (wt. average to account for pricing changes during offer period)

Start Date

End Date

Quantity Dispensed

Total Offer Cost

Total MPF Cost

Savings

HISTORICAL

Offers Identified by Contractor

Offer Status (e.g., Denied, Accepted, Expired)

Date Submitted

Expiration Date

Type of Offer (e.g., Saving, Stability)

Savings (after administration fee)

Current Drug GSN and GCN

Current Drug NDC

Drug description (drug, strength, form)

Current Drug Manufacture

Current Drug Cost

Medical Pricing File Contract Number

Estimated Monthly Usage (units) (broken out by dual eligible vs TRICARE only)

Offer Drug NDC

TAA Compliant (Y/N)

Therapeutically Equivalent (Y/N)

Offer Drug Manufacture

Total Units offered Offer

Purchase Cost

Contractor Incentive (Total offer value x 10%)

Admin Fee

Total Cost to Government (Purchase Cost + Fees)

Unit Price Difference (Current Unit Cost – Offer Unit Cost)

Estimated Offer Days

Offer Units

Estimated Claim Volume

Continued on page 3

CONTRACT DATA REQUIREMENTS LIST*(1 Data Item)*

| | | |
|--|-------------------------------------|--|
| A. CONTRACT LINE ITEM NO. | B. EXHIBIT | C. CATEGORY: TDP ____ TM ____ OTHER <u>Performance Report</u> |
| D. SYSTEM/ITEM TRICARE Pharmacy Program | E. CONTRACT/PR NO. HT940221C0007 | F. CONTRACTOR Express Scripts, Inc (ESI) |

16. REMARKS *(Continued)*

Total Offer Value (Unit Price Difference x Offer Units)
 Government Savings (Total Offer Value – ESI Incentive – Admin Fee)
 Contractor Comments
 Government Approver
 Date Approved or Denied

Market Conditions shall be provided with each offer.

Reports shall include Revision log and definitions tab.

The Government reserves the right to adjust the report and data elements after receiving the first report.

| CONTRACT DATA REQUIREMENTS LIST (1 Data Item) | | | | | | Form Approved OMB No. 0704-0188 | | | | |
|---|---|--------------------------------|--------------------------------------|--|---|------------------------------------|----------------------|-------|--|--|
| The public reporting burden for this collection of information is estimated to average 110 hours per response, including the time for reviewing instructions, searching existing data sources, gathering and maintaining the data needed, and completing and reviewing the collection of information. Send comments regarding this burden estimate or any other aspect of this collection of information, including suggestions for reducing the burden, to the Department of Defense, Executive Services and Communications Directorate (0704-0188). Respondents should be aware that notwithstanding any other provision of law, no person shall be subject to any penalty for failing to comply with a collection of information if it does not display a currently valid OMB control number. Please do not return your form to the above organization. Send completed form to the Government Issuing Contracting Officer for the Contract/PR No. listed in Block E. | | | | | | | | | | |
| A. CONTRACT LINE ITEM NO. | | B. EXHIBIT | | C. CATEGORY: TDP _____ TM _____ OTHER _____ | | | | | | |
| D. SYSTEM/ITEM TRICARE Pharmacy Program | | | E. CONTRACT/PR NO. HT940221C0007 | | F. CONTRACTOR Express Scripts, Inc (ESI) | | | | | |
| 1. DATA ITEM NO. R150 | 2. TITLE OF DATA ITEM Systems Integration Test Plans | | | | 3. SUBTITLE Initial | | | | | |
| 4. AUTHORITY (Data Acquisition Document No.) | | | 5. CONTRACT REFERENCE TSM C3 S4.4 | | 6. REQUIRING OFFICE HPOSS | | | | | |
| 7. DD 250 REQ N/A | 9. DIST STATEMENT REQUIRED D | 10. FREQUENCY See Block 16 | | 12. DATE OF FIRST SUBMISSION See Block 16 | | 14. DISTRIBUTION | | | | |
| 8. APP CODE N/A | | 11. AS OF DATE See Block 16 | | 13. DATE OF SUBSEQUENT SUBMISSION See Block 16 | | a. ADDRESSEE | | | | |
| | | | | | | b. COPIES | | | | |
| | | | | | | Draft | | Final | | |
| | | | | | | Reg | | Repro | | |
| 16. REMARKS FIRST SUBMISSION: Frequency: As Required Reporting Period Start Date: Contract Award Due Date: 10 calendar days after completion of test SUBSEQUENT SUBMISSION: CONTINUE FROM FIRST SUBMISSION PHI/PII: No FILE FORMAT: No specified file format CONTENT DETAILS: The contractor shall develop test plans in coordination with DHA and DMDC. The contractors shall further refine their testing efforts by documentation of the test scenarios upon request. The contractors shall submit to DHA updated test scenario matrices which document the test results and any open issues or defects discovered. Contractors shall provide sufficient resources to complete testing in accordance with DHA guidelines and standards. | | | | | | Submit through the | | | | |
| | | | | | | DHA e-Commerce | | | | |
| | | | | | | Extranet. | | | | |
| | | | | | | (Per TOM C14) | | | | |
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| | | | | | | 15. TOTAL → | | | | |
| G. PREPARED BY James W Frank | | | H. DATE 4/19/2021 | | I. APPROVED BY Henry J Gibbs | | J. DATE 4/19/2021 | | | |

17. PRICE GROUP

18. ESTIMATED
TOTAL PRICE

| CONTRACT DATA REQUIREMENTS LIST (1 Data Item) | | | | | | Form Approved OMB No. 0704-0188 | | | | | | | | |
|--|--|--------------------------------|--------------------------------------|--|---|-------------------------------------|--|-------|----------------------|--|--|---|----------------------|---|
| The public reporting burden for this collection of information is estimated to average 110 hours per response, including the time for reviewing instructions, searching existing data sources, gathering and maintaining the data needed, and completing and reviewing the collection of information. Send comments regarding this burden estimate or any other aspect of this collection of information, including suggestions for reducing the burden, to the Department of Defense, Executive Services and Communications Directorate (0704-0188). Respondents should be aware that notwithstanding any other provision of law, no person shall be subject to any penalty for failing to comply with a collection of information if it does not display a currently valid OMB control number. Please do not return your form to the above organization. Send completed form to the Government Issuing Contracting Officer for the Contract/PR No. listed in Block E. | | | | | | | | | | | | | | |
| A. CONTRACT LINE ITEM NO. | | B. EXHIBIT | | C. CATEGORY: TDP _____ TM _____ OTHER _____ | | | | | | | | | | |
| D. SYSTEM/ITEM TRICARE Pharmacy Program | | | E. CONTRACT/PR NO. HT940221C0007 | | F. CONTRACTOR Express Scripts, Inc (ESI) | | | | | | | | | |
| 1. DATA ITEM NO. R160 | 2. TITLE OF DATA ITEM B2B Gateway Questionnaire | | | 3. SUBTITLE Initial | | | | | | | | | | |
| 4. AUTHORITY (Data Acquisition Document No.) | | | 5. CONTRACT REFERENCE TSM C1 S1.1 | | 6. REQUIRING OFFICE HPOSS | | | | | | | | | |
| 7. DD 250 REQ N/A | 9. DIST STATEMENT REQUIRED | 10. FREQUENCY See Block 16 | | 12. DATE OF FIRST SUBMISSION See Block 16 | | 14. DISTRIBUTION | | | | | | | | |
| 8. APP CODE N/A | D | 11. AS OF DATE See Block 16 | | 13. DATE OF SUBSEQUENT SUBMISSION See Block 16 | | a. ADDRESSEE | | | | | | | | |
| | | | | b. COPIES | | | | | | | | | | |
| 16. REMARKS FIRST SUBMISSION: Frequency: As Required Reporting Period Start Date: Contract Award Due Date: Within 10 calendar days after the new requirements have been provided to the contractor SUBSEQUENT SUBMISSION: CONTINUE FROM FIRST SUBMISSION PHI/PII: No FILE FORMAT: No specified file format CONTENT DETAILS: The contractor shall complete the current version of the B2B Gateway Questionnaire (to be provided by DHA) identifying the required system communication infrastructure between the contractor and the MHS systems. This includes all Wide Area Network (WAN), LAN, VPN, Web DMZ, and B2B Gateway access requirements. The completed Questionnaire shall be returned to the DHA designated POC for review and approval. I&O will coordinate any requirements for additional information with the DHA POC and schedule any meetings required to review the Questionnaire. The contractor shall provide DHA or the equivalent office with a copy of the approved and signed B2B Questionnaire for all system communication efforts. Current B2B Questionnaire is attached with updates provided by the government as required. | | | | | | Draft | | Final | | | | | | |
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| | | | | | | 15. TOTAL → | | | | | | 0 | 0 | 0 |
| | | | | | | G. PREPARED BY Steven F Alvarado | | | H. DATE 4/19/2021 | | I. APPROVED BY Orlando Januario Jr. | | J. DATE 4/19/2021 | |

17. PRICE GROUP

18. ESTIMATED
TOTAL PRICE



DEFENSE HEALTH AGENCY

BUSINESS 2 BUSINESS (B2B) GATEWAY QUESTIONNAIRE
PHASE II – [INSERT VENDOR NAME AND MTFs IF LISTED]

April 21, 2020
Version 10.4

Defense Health Agency

CHANGE / REVISION RECORD

This record is maintained throughout the life of the document; each published update is recorded. A Change Package (re-issue of changed pages only) carries change bars in the page margins to identify differences from the preceding issue. Due to the scope of change that necessitates a Revision (re-issue of entire document); a Revision does not carry change bars.

| DOCUMENT VERSION NUMBER | REVISION SUMMARY | DATE |
|-------------------------|---|----------|
| Version 5.0 | Updated to reflect transition from DISA to DHA | 12/14/15 |
| Version 6.0 | Updated to reflect AnyConnect option | 4/4/16 |
| Version 7.0 | Updated to reflect Citrix option | 11/9/16 |
| Version 8.0 | Updated contact list to reflect current personnel | 12/2/16 |
| Version 9.0 | Updated the TOC. Updated General Information Page. Updated the DHA staff information. Updated the Implementation Checklist. Removed the DD Form 2875 attachment and screenshot and added a Web link to access the form. Added an appendix to gather data for software and hardware requirements. Revised the B2B Requirements appendix. Added a signature line for program office's ISSM. | 8/8/17 |
| Version 10.0 | Update DoD POC information. Replace "Netscreen" with "Cisco ISR" under Network Boundary Information. Update Network Address table and Notes below table. Update Appendix I. Add Appendix K and update following Appendices' letters. | 10/26/17 |

Defense Health Agency

| | | |
|--------------|---|---------|
| Version 10.2 | "eMASS #" section added in General Information table. Update B2B Mailbox email address in DoD POC table. Last Mile Information table of Appendix E updated. Appendix J & K edited. | 1/23/18 |
| Version 10.3 | Updated Appendix F: Phase I/Existing Connection chart. Clarified Example row on Phase II Chart | 1/31/18 |
| Version 10.4 | Updated; Network Boundary Information: added section 5. What are the new Network Addresses for supporting your Warm DRE ISR device? Appendix A: Software and Settings/Hardware Requirements: For Server to Server Connections Appendix F: removed phase 1 table. | |

Defense Health Agency

TABLE OF CONTENTS

| | |
|--|-----------|
| INTRODUCTION..... | 5 |
| DHA POLICY FOR COMMUNICATIONS..... | 6 |
| <i>Commercial Partner POC Information</i> | <i>10</i> |
| IMPLEMENTATION CHECKLIST | 11 |
| APPENDIX A: SOFTWARE AND SETTINGS/HARDWARE REQUIREMENTS | 12 |
| APPENDIX B: SUBMISSION OF THE SYSTEM AUTHORIZATION ACCESS REQUEST (SAAR) FORM 2875..... | 13 |
| APPENDIX C: USER PERFORMANCE REQUIREMENTS..... | 14 |
| <i>User System Requirements.....</i> | <i>14</i> |
| APPENDIX D: SYSTEM PERFORMANCE REQUIREMENTS | 15 |
| <i>System (Third Party Partner) to System (MHS) Requirements</i> | <i>15</i> |
| APPENDIX E: VPN IMPLEMENTATION FORM | 16 |
| <i>Last Mile Information – WAN Access</i> | <i>16</i> |
| <i>Network Boundary Information (not required for Citrix)</i> | <i>16</i> |
| <i>Firewall Specifics/Proxy Servers (not required for Citrix)</i> | <i>18</i> |
| APPENDIX F: DHA B2B CONNECTIVITY REQUIREMENTS SUBMISSION | 19 |
| APPENDIX G: “AS IS” DIAGRAM (<i>NOT REQUIRED FOR CITRIX</i>) | 20 |
| APPENDIX H: LAST MILE DIAGRAM (<i>NOT REQUIRED FOR CITRIX</i>)..... | 21 |
| APPENDIX I: DEVICE PACKAGE SLIP (<i>NOT REQUIRED FOR CITRIX</i>)..... | 22 |
| APPENDIX J: ISSM APPROVAL (FOR ALL NEW CONNECTIONS)..... | 23 |
| APPENDIX K: SITE ISSM APPROVAL..... | 24 |
| APPENDIX L: PROGRAM MANAGER APPROVAL..... | 25 |
| APPENDIX M: SECURITY APPROVAL..... | 26 |
| APPENDIX N: PROJECT MANAGER APPROVAL (FOR NEW CONNECTIONS ONLY)..... | 27 |

Defense Health Agency

Introduction

Defense Health Agency (DHA) oversees the Military Health System (MHS) Infrastructure and Operations (I&O). DHA is chartered to design, provision, and deploy a standards based, common telecommunications infrastructure throughout the MHS.

This information paper identifies the required parameters for Commercial Business Partners to connect to an MHS Military Treatment Facility (MTF) or other Department of Defense (DoD) .mil network using a Virtual Private Network (VPN). This information sheet is intended do the following:

- Adhere to the DoD Guidelines for third party vendors
- Adhere to the policies of connectivity and device management of the third party vendor
- Meet the functional and technical requirements as designed for a given project
- Acknowledge through digital signature the agreed upon functional and technical requirements

In prioritizing security and confidentiality of DoD system resources and networks, the gateway approach is the standard for all non-DoD resources to connect, communicate, and manage systems within the DoD. In the gateway solution, the third party affiliate will terminate at a DMZ and then be re-directed to its destination. This is the recommended long-term solution to ensure data and system resource security and confidentiality.

The following criterion depicts a Gateway solution:

- There is a single reference point for the third party affiliate to the DoD thus eliminating any back doors to the DoD
- Third party affiliate VPN device procurement resource must be identified
- Third party affiliate VPN device model must be in the product line of the DHA – MHS Standard
- The DHA VPN team maintains Configuration Management and support of the VPN device located at the Third Party Affiliate's DMZ
- MHS traffic can be more effectively managed
- Adheres to the DoD initiative to move away from third party affiliates connecting directly to a MTF

This document is to serve as a template to identify the requirements of the sponsoring organization and the third party partner to DHA. Below will be detailed information that when completed will be used for:

- Establishing necessary requirements
- Configuring the MHS B2B Gateway
- Configuring the VPN appliance

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DHA Policy for Communications

The TRICARE Systems Manual (TSM 7950.1-M) discusses the requirements necessary for Managed Care Contractors to interface with the Department of Defense (DoD):

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General Information

Project Information

| | | | |
|--|--|--|---|
| Request Type | <input type="checkbox"/> New Connection(s) | <input type="checkbox"/> Changes/Updates to Existing Connection(s) | <input type="checkbox"/> Decommission Connection(s) |
| Connection Type: For legacy Juniper connections select "Changes/Updates.." and/or "Decommission.." | <input type="checkbox"/> Server to Server <i>Allows continuous connectivity between the partner and DHA-hosted servers. The commercial partner (vendor) will be required to procure and install a DHA-configured and tested Cisco VPN router (Cisco ISR) on its premise at all appropriate locations. The device (which will be remotely managed by DHA) will provide a controlled entry/exit point and an encrypted pathway for all communications between the commercial partner and its DHA-hosted system(s). System-to-system communications are defined as automated processes between two systems that require always-on connectivity.</i> | | <input type="checkbox"/> Client to Server <i>Allows the commercial partner system administrators to manage and monitor those systems for which they are responsible. Client-to-server communications are defined as any administrative function that requires administrative input (Remote Desktop, Dameware, SSH, etc). This will be an on-demand solution and will require the administrator to establish a connection for each use through a DHA provided Virtual Desktop Infrastructure (VDI) using CAC authentication.</i> |
| eMASS # (DHA ID for the system with which the vendor is communicating.) | | | |
| Project Name (Vendor Name to MHS Name) | | | |
| Program Office | | | |
| Description: What is this for? | | | |
| | Requested Date: | | |

Defense Health Agency

| | | |
|--|----------------|--|
| | Critical Date: | |
|--|----------------|--|

DoD POC Information

Please complete the following:

| DoD Organization | Name | Phone | E-Mail |
|--|---|--|--|
| Government POC Sponsoring the B2B Gateway Connection | | | |
| Contracting Officer/COR | | | |
| System ISSM | | | |
| DHA B2B ISSM | Mr. Eric Wildermuth | (703) 681-1145 | Eric.R.Wildermuth.civ@mail.mil |
| DHA B2B Project Manager | Mr. Edward R. Chaplin Jr. | (854) 444-5594 | eddie.chaplin@nsoc.health.mil |
| DHA B2B Project Lead | Mr. Orlando Januario Jr. | (210) 295-3599 | orlandojr.januario.civ@mail.mil |
| DHA B2B PM Support | Ms. Asha Jones Ms. Ernestina B. Owusu Ansah Ms. Michael M. Meeks | (571) 765-6136 (571) 384-6757 | asha.z.jones2.ctr@mail.mil ernestina.b.owusuansah.ctr@mail.mil michael.m.meeks3.ctr@mail.mil |
| DHA B2B Cyber Support | S2S ISSM – Mr. Eric Wildermuth S2S ISSO – Mr. Jay Dwight C2S ISSM – Mr. Stephan Worcester C2S ISSO – Mr. Stephen Baker | (703) 681-1145 Mobile (210) 295-8761 Mobile | eric.wildermuth2.civ@mail.mil james.h.dwight4.ctr@mail.mil stephan.p.worcester.civ@mail.mil stephen.baker.ctr@nsoc.health.mil |
| DHA Engineer | | | |
| DHA Other | NSOC Remote Systems Management Data Center Operations Support | N/A N/A | rsm@nsoc.health.mil dcops_support@nsoc.health.mil |
| DHA Global Service Center | DHA Global Service Center Personnel | (800) 600-9332 | dhagsc@mail.mil |
| DHA B2B Mailbox | DHA B2B Team | N/A | dha.ncr.ops-sustain.list.b2b-phase2@mail.mil |
| .MIL Gov. | | | |
| .MIL PM Support | | | |
| .MIL Firewall Engineer | | | |

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| | | | |
|------------------------------|--|--|--|
| .MIL System Administrator | | | |
|------------------------------|--|--|--|

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Commercial Partner POC Information

Please complete the following:

| Organization | Name | Phone | E-Mail |
|------------------------------------|------|-------|--------|
| PM | | | |
| Application /System Engineer | | | |
| Network Administrator | | | |
| Security Manager | | | |
| Network Manager | | | |

| Organization | Name | Phone | E-Mail | Procedures |
|--|------|-------|--------|------------|
| Help Desk Contact Information | | | | |
| After-Hours Support Contact Information | | | | |

Organization Address:

Physical Device Location (not required for Citrix): {NOTE: Be sure to include the full address, building, room, and rack where the MHS router node will be deployed}

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Implementation Checklist

Please check the following:

| Question | Yes | No | Date Complete |
|--|-----|----|---------------|
| 1. Has the software requirements for C2S connection been provided by vendor? (Appendix A) | | | |
| 2. For C2S; Is Form 2875 completed? (See PDF file "DHAGSC_B2B_C2S 3.13.2020) | | | |
| 3. Internet addresses are publicly routable for all B2B applications? <i>(Clients need a unique address for authentication tracking.)</i> | | | |
| 4. Is user performance requirement information completed? (Appendix C) | | | |
| 5. Is system performance requirement information completed? (Appendix D) | | | |
| 6. Has the VPN Implementation Form been completed? (Appendix E) | | | |
| 7. Has Connectivity Requirements Sheet been submitted? (Appendix F) | | | |
| 8. Has "As Is" Network Diagram been provided? (Appendix G - Attachment) | | | |
| 9. Has VPN Last Mile Diagram (Appendix H) been discussed and concurred by both sides? | | | |
| 10. Is VPN device procured? (Appendix A, S2S connections only) | | | |
| 11. Has the VPN device been configured and STIGed by DHA? <i>(Please send and expect to receive appliance from the contact and address below for configuration:</i> <i>Shaun Pillé</i> <i>KSH Solutions, Inc.</i> <i>5965 Core Road, Suite 624</i> <i>North Charleston, SC 29406)</i> | | | |
| 12. Has VPN Installation been scheduled? | | | |

Defense Health Agency**Appendix A: Software and Settings/Hardware Requirements****For Client to Server Connections:**

We need to better understand the administrative tasks to be performed by the commercial partner to determine software and setting requirements. Please answer the following questions:

| Question | Response |
|---|----------|
| 1. What is the highest number of simultaneous users you expect to have active connections at peak usage? | |
| 2. List the full name of all applications that you expect to use in management of your servers and/or remote assets. Please include any Proprietary software. | |
| 3. For each application, please list all dependencies required for full functionality, including: <ul style="list-style-type: none"> a) Active X settings; b) Specific browsers required (Chrome, Firefox, etc.); c) Browser settings required; d) SSL/CA Certificate installations | |

For Server to Server Connections:

The commercial partner will be required to purchase one of the following Cisco device(s) for their location(s):

- ISR 1111x Less than 5Mb
- ISR 4331 Between 5Mb-30Mb
- ISR 4451 Between 30Mb-300Mb
- CSR 1000v variable based on license and circuit availability

Also, please make certain to provide (on Appendix F) 2 public IP addresses for each device to be installed.

Note: The Cisco pubs indicate higher bandwidth capabilities for models noted above; however, the Cisco figures are under ideal conditions (UDP, low overhead, etc.). These considerations were evaluated by the DHA engineers and factored in the configurations and other overhead/loading factors (noted above). If you opt to select the next lower/smaller model, then there is a potential risk of overloading the device, which will require the procurement of a replacement with the next higher model.

A 3 year maintenance agreement and at minimum a PERF (SEC) license on top of IP base is required. If you are unsure of your actual throughput requirement, DHA recommends the HSEC license be also purchased.

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Appendix B: Submission of the System Authorization Access Request (SAAR) Form 2875

The DD 2875 form and instructions are provide as a separate PDF document named
"DHAGSC_B2B_C2S 3.13.2020"

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Appendix C: User Performance Requirements

| | |
|----------------|--|
| Project Name | |
| Program Office | |
| Project POC | |

User System Requirements

| Subject Matter | Metric |
|--|--------|
| <i>Commercial User to MHS System</i> | |
| Number of Users * | |
| Number of Existing User Accounts* | |
| Number of New User Accounts Needed* | |
| Peak Operational Time | |
| Operational Time Frame (Per Day) | |
| Operational Time Frame (Per Week) | |
| Operational Time Frame (Per Year) | |
| Number of concurrent sessions per user | |
| Number of concurrent users * | |
| Average file/data size per user | |
| Average number of transactions per day/ per user | |
| Expected % growth per year | |
| Other | |
| Other | |
| Other | |
| Other | |
| Other | |
| <i>MHS User to Third Party System</i> | |
| Number of Users | |
| Peak Operational Time | |
| Operational Time Frame (Per Day) | |
| Operational Time Frame (Per Week) | |
| Operational Time Frame (Per Year) | |
| Number of concurrent sessions per user | |
| Number of concurrent users | |
| Average file/data size per user | |
| Average number of transactions per day/ per user | |
| Expected % growth per year | |

* Note: Each user should be coming from a unique IP address

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Appendix D: System Performance Requirements

| | |
|----------------|--|
| Project Name | |
| Program Office | |
| Project POC | |

System (Third Party Partner) to System (MHS) Requirements

| Subject Matter | Metric |
|------------------------------------|--------|
| Expected screen refresh time | |
| Expected response time | |
| Expected % availability uptime | |
| Meantime between failure | |
| Meantime to repair | |
| Sustained throughput requirement | |
| Max packet loss acceptable | |
| Max latency | |
| Expected bandwidth between systems | |
| Peak bandwidth requirements | |
| Other | |
| Other | |
| Other | |
| Other | |
| Other | |

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Appendix E: VPN Implementation Form

| | |
|----------------|--|
| Project Name | |
| Program Office | |
| Project POC | |

Last Mile Information – WAN Access

Please check the following for the .MIL side of the connection:

| Question | Answer |
|---|--------|
| 1. Who is your Internet Service Provider? <i>(Please Specify)</i> | |
| 2. Assessment and Authorization | |
| a. What type of certification does the Gov. Sponsor require? DIACAP/RMF, Certificate of Networthiness (CON), Platform IT (PIT), DODI8582.01 | |
| b. What is the current status of required certification and date of your expected date of certification? | |
| c. Has documentation been provided to the B2B team as evidence of the A&A process? (ATO memo, 8582 evidence, CON memo, or PIT memo) | |

Please check the following for the .COM side of the connection:

| Question | Answer |
|---|--------|
| 1. Who is your Internet Service Provider? <i>(Please Specify)</i> | |
| 2. Assessment and Authorization | |
| a. What type of certification does the Gov. Sponsor require? DIACAP/RMF, Certificate of Networthiness (CON), Platform IT (PIT), DODI8582.01 | |
| b. What is the current status of required certification and date of your expected date of certification? | |
| c. Has documentation been provided to the B2B team as evidence of the A&A process? (ATO memo, 8582 evidence, CON memo, or PIT memo) | |

Network Boundary Information *(not required for Citrix)*

1. What are the Interfaces of the Border Router?

| Interface | IP Address | Subnet Mask | Default Gateway |
|-----------|------------|-------------|-----------------|
| | | | |
| | | | |

2. What are the External and DMZ Interfaces of the Firewall?

| Interface | IP Address | Subnet Mask | Default Gateway |
|-----------|------------|-------------|-----------------|
| | | | |
| | | | |

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3. What is the Network Space between the Firewall and Border Router where the Cisco ISR will be installed?

NOTES:

- a. Ensure the Network between the Firewall and the Border Router has sufficient address space to support splitting the network.*
- b. Ensure the Bit Boundaries are valid and are NOT CROSSED when splitting into smaller subnets.*

| IP Network/ Mask | Subnet Mask |
|------------------|-------------|
| | |

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4. What are the new Network Addresses for the Cisco ISR device?

| | External Interface | Subnet Mask | Default Gateway |
|---------------|--------------------|-----------------|-----------------|
| Primary ISR | | | |
| Secondary ISR | | | |
| | RLOC IP | Subnet Mask | Default Gateway |
| Primary ISR | | 255.255.255.255 | NA |
| Secondary ISR | | 255.255.255.255 | NA |
| | Internal Interface | Subnet Mask | Default Gateway |
| Primary ISR | | | |
| Secondary ISR | | | |
| Floating | | | |

Note 1: For HA setup, each device would require a unique External, Internal and RLOC IP address. One additional floating Internal IP is required for VRRP failover.

Note 2: All IP addresses for the ISR need to be publically routable. Private address space using a NAT is not permitted.

Note 3: RLOC IP addresses should be /32 addresses and not a part of the subnet used by the External or Internal interfaces.

5. What are the new Network Addresses for supporting your Warm DRE ISR device?

| | External Interface | Subnet Mask | Default Gateway |
|---------------|--------------------|-------------|-----------------|
| Primary ISR | | | |
| Secondary ISR | | | |

Note 1: In the event a vendor cannot maintain a fully functional DRE circuit a small bandwidth (10 – 30 Mbps) circuit is required. DHA requires connectivity to all ISR devices at any given time to maintain the configuration and IOS updates. This is a STIG requirement. The secondary interface on the ISR will be used and it will require an additional IP address on a different subnet from the main WAN interface.

Firewall Specifics/Proxy Servers *(not required for Citrix)*

Please check the following:

| Question | Yes | No |
|--|-----|----|
| 1. Is this site using Network Address Translation (NAT) Static (1 to 1)? | | |

Defense Health Agency

Appendix F: DHA B2B Connectivity Requirements Submission

| | |
|----------------|--|
| Vendor Name | |
| Program Office | |
| Project POC | |

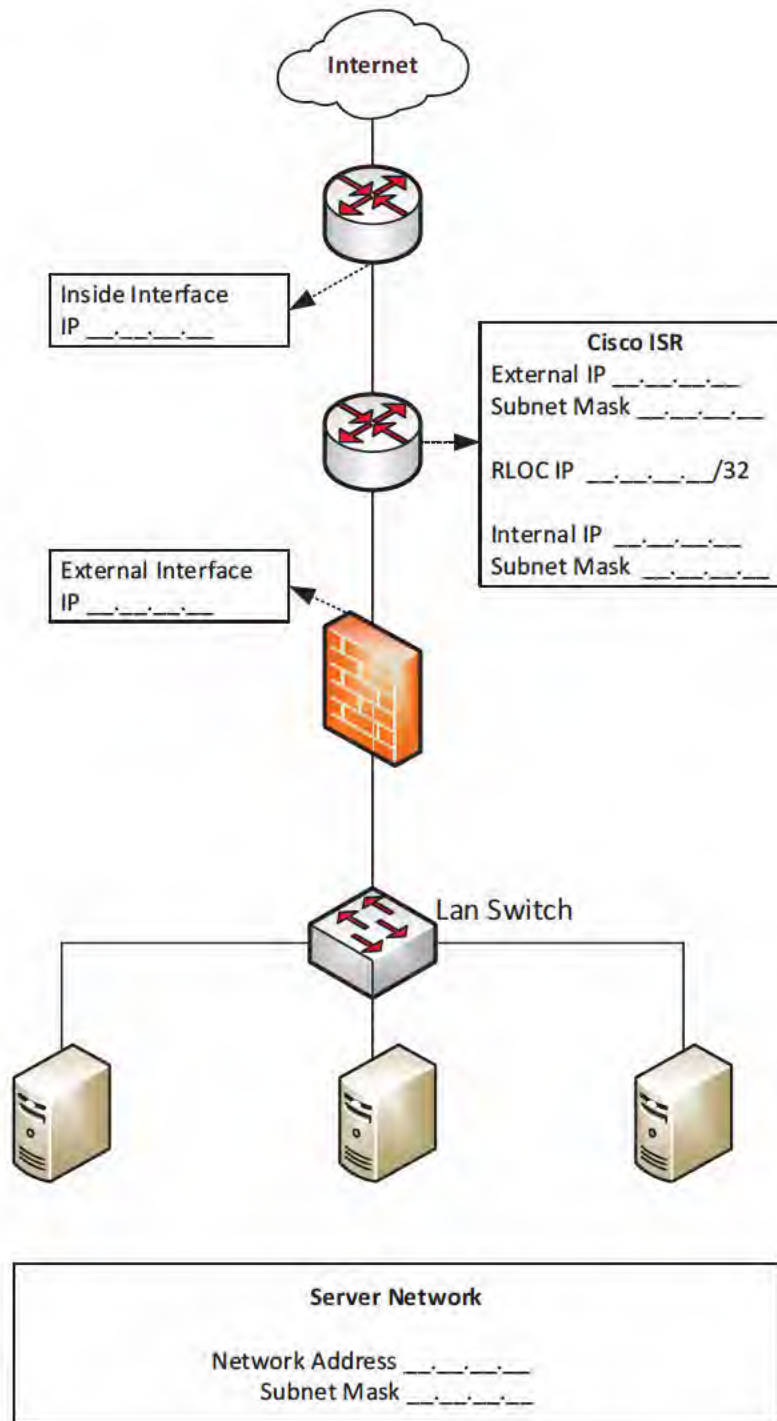
| Phase II Environment Type <i>(Please submit B2BQ for each environment. One environment per B2BQ)</i> | | | <input type="checkbox"/> Test | | | | | | <input type="checkbox"/> Production | | | | | |
|---|-------------|-----------------------------------|-------------------------------|----------|-----------|--------------------|------------------|----------------------|-------------------------------------|---------------|----------------------|-------------------|-------------------|-----------|
| APPLICATION NAME | DESCRIPTION | IP PROTOCOL | SERVICE | LOW PORT | HIGH PORT | VENDOR SERVER NAME | VENDOR SERVER IP | VENDOR SERVER NAT | DHA SERVER NAME | DHA SERVER IP | DHA SERVER NAT | DHA SITE LOCATION | CONNECTION SOURCE | |
| *Example* | Eg. BDMS | Eg. Blood Donor Management Server | Eg. SFTP | Eg. 22 | 22 | Comm Vault Server | X.X.X.X | Provided By NSOC RSM | Insight Server | X.X.X.X | Provided By NSOC RSM | NMC San Diego | .COM | *Example* |
| | | | | | | | | | | | | | | |
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Defense Health Agency

Appendix G: “As Is” Diagram *(not required for Citrix)*

Defense Health Agency

Appendix H: Last Mile Diagram (not required for Citrix)



Defense Health Agency

Appendix I: Device Package Slip *(not required for Citrix)*

INCLUDE THIS DOCUMENT INSIDE THE CISCO ISR SHIPPING PACKAGE

| | |
|--------------------------|---|
| Name of Project | |
| Point of Contact (POC) | Name of Company ATTN: POC Name ADDRESS Contact Number Email |
| Device Serial Number | |
| Device Model | |
| Shipping Tracking Number | |

NOTE:

After shipment, please send a copy of this appendix to DHA B2B PM Support.

Defense Health Agency

Appendix J: ISSM Approval (For all new connections)

**Information System Security Manager
B2B Implementation Approval**

[] As the ISSM for the DHA B2B C2S, I have reviewed the appropriate documentation and provide the approval to proceed as planned.

[] As the ISSM for the DHA B2B S2S, I have reviewed the appropriate documentation and provide the approval to proceed as planned.

TYPED NAME

SIGNATURE

DATE

Defense Health Agency

Appendix K: Site ISSM Approval (For all connections; i.e. add/remove/modify)

**Information Assurance Manager
B2B Implementation Approval**

As the Site ISSM for [appropriate program office or installation], I have reviewed the appropriate documentation and provide the approval to proceed as planned.

TYPED NAME

PROGRAM OFFICE

SIGNATURE

DATE

Defense Health Agency

Appendix L: Program Manager Approval (For all connections; i.e. add/remove/modify) May sign in lieu of multiple site ISSM connections sic Appendix K

**Program Manager
B2B Implementation Approval**

As the Government Sponsor for [appropriate program office or installation], I have reviewed the appropriate documentation and vendor certification. I provide the approval to proceed as planned.

TYPED NAME

SIGNATURE

DATE

Defense Health Agency

Appendix M: Security Approval (For all connections; i.e. add/remove/modify)

**Commercial Partner Security Manager
B2B Implementation Approval**

As the Security Manager of the [VENDOR partner], I have reviewed the appropriate documentation and provide the approval to proceed as planned.

TYPED NAME

SIGNATURE

DATE

Defense Health Agency

Appendix N: Project Manager Approval (For all connections; i.e. add/remove/modify)

**Defense Health Agency B2B Gateway Project Manager
B2B Implementation Approval**

As the Business-to-Business Gateway Project Manager for DHA, I have reviewed the appropriate documentation and provide the approval to proceed as planned.

TYPED NAME

SIGNATURE

DATE

| CONTRACT DATA REQUIREMENTS LIST (1 Data Item) | | | | | | Form Approved OMB No. 0704-0188 | | | | | | | | |
|--|---|--------------------------------|---|--|---|------------------------------------|--------------------|-----------|----------------------|--|---------------------------------|---|----------------------|---|
| The public reporting burden for this collection of information is estimated to average 110 hours per response, including the time for reviewing instructions, searching existing data sources, gathering and maintaining the data needed, and completing and reviewing the collection of information. Send comments regarding this burden estimate or any other aspect of this collection of information, including suggestions for reducing the burden, to the Department of Defense, Executive Services and Communications Directorate (0704-0188). Respondents should be aware that notwithstanding any other provision of law, no person shall be subject to any penalty for failing to comply with a collection of information if it does not display a currently valid OMB control number. Please do not return your form to the above organization. Send completed form to the Government Issuing Contracting Officer for the Contract/PR No. listed in Block E. | | | | | | | | | | | | | | |
| A. CONTRACT LINE ITEM NO. | | B. EXHIBIT N/A | | C. CATEGORY: TDP _____ TM _____ OTHER _____ | | | | | | | | | | |
| D. SYSTEM/ITEM TRICARE Pharmacy Program | | | E. CONTRACT/PR NO. HT940221C0007 | | F. CONTRACTOR Express Scripts, Inc (ESI) | | | | | | | | | |
| 1. DATA ITEM NO. R170 | 2. TITLE OF DATA ITEM Mission-Essential Contractor Services Plan | | | | 3. SUBTITLE Initial | | | | | | | | | |
| 4. AUTHORITY (Data Acquisition Document No.) | | | 5. CONTRACT REFERENCE Section I, DFARS Clause 252.237-7023 | | 6. REQUIRING OFFICE Pharm Ops | | | | | | | | | |
| 7. DD 250 REQ N/A | 9. DIST STATEMENT REQUIRED | 10. FREQUENCY See Block 16 | | 12. DATE OF FIRST SUBMISSION See Block 16 | | 14. DISTRIBUTION | | | | | | | | |
| 8. APP CODE N/A | D | 11. AS OF DATE See Block 16 | | 13. DATE OF SUBSEQUENT SUBMISSION See Block 16 | | a. ADDRESSEE | | b. COPIES | | | | | | |
| | | | | | | Draft | Final Reg Repro | | | | | | | |
| 16. REMARKS FIRST SUBMISSION: Frequency: One Time Reporting Period Start Date: Start of service delivery Due Date: No later than 90 calendar days prior to the start of pharmacy services SUBSEQUENT SUBMISSION: Frequency: As Required Reporting Period Start Date: Start of service delivery Due Date: Within 30 days of making a change requiring an update to the plan PHI/PII: No FILE FORMAT: PDF CONTENT DETAILS: The Contractor shall submit a plan for providing Mission-Essential Contractor Services in accordance with DFARS Clause 252.237-7023. The Government has determined the following tasks to be essential contractor services: 1. Dispensing of medications at a retail network pharmacy, specialty pharmacy, MTF pharmacy or TRICARE mail order pharmacy 2. Additional functions as required to support prescription dispensing in (1); may include limited clinical, administrative, financial and customer service tasks. The plan shall be updated as required to ensure that it accurately addresses all current contract requirements and the contractor's operational approach to meeting those requirements. | | | | | | Submit through the | | | | | | | | |
| | | | | | | DHA e-Commerce | | | | | | | | |
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17. PRICE GROUP

18. ESTIMATED
TOTAL PRICE

| CONTRACT DATA REQUIREMENTS LIST (1 Data Item) | | | | | | Form Approved OMB No. 0704-0188 | | | | | | |
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| The public reporting burden for this collection of information is estimated to average 110 hours per response, including the time for reviewing instructions, searching existing data sources, gathering and maintaining the data needed, and completing and reviewing the collection of information. Send comments regarding this burden estimate or any other aspect of this collection of information, including suggestions for reducing the burden, to the Department of Defense, Executive Services and Communications Directorate (0704-0188). Respondents should be aware that notwithstanding any other provision of law, no person shall be subject to any penalty for failing to comply with a collection of information if it does not display a currently valid OMB control number. Please do not return your form to the above organization. Send completed form to the Government Issuing Contracting Officer for the Contract/PR No. listed in Block E. | | | | | | | | | | | | |
| A. CONTRACT LINE ITEM NO. | | B. EXHIBIT | | C. CATEGORY: TDP _____ TM _____ OTHER _____ | | | | | | | | |
| D. SYSTEM/ITEM TRICARE Pharmacy Program | | | E. CONTRACT/PR NO. HT940221C0007 | | F. CONTRACTOR Express Scripts, Inc (ESI) | | | | | | | |
| 1. DATA ITEM NO. R180 | 2. TITLE OF DATA ITEM MOU with TMEP Contractor | | | | 3. SUBTITLE Initial | | | | | | | |
| 4. AUTHORITY (Data Acquisition Document No.) | | | 5. CONTRACT REFERENCE CTR C.15.1 | | 6. REQUIRING OFFICE Pharm Ops | | | | | | | |
| 7. DD 250 REQ N/A | 9. DIST STATEMENT REQUIRED | 10. FREQUENCY See Block 16 | 12. DATE OF FIRST SUBMISSION See Block 16 | | 14. DISTRIBUTION | | | | | | | |
| 8. APP CODE N/A | D | 11. AS OF DATE See Block 16 | 13. DATE OF SUBSEQUENT SUBMISSION See Block 16 | | a. ADDRESSEE | b. COPIES | | | | | | |
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| 16. REMARKS FIRST SUBMISSION: Frequency: One Time Reporting Period Start Date: Start of service delivery Due Date: 180 calendar days before the start of service delivery SUBSEQUENT SUBMISSION: Frequency: As Required Reporting Period Start Date: Start of service delivery Due Date: As updates/changes occur PHI/PII: No FILE FORMAT: Mutually agreed upon format CONTENT DETAILS: The Contractor shall establish a Memorandum of Understanding (MOU) with TRICARE Medicare Eligible Program (TMEP) contractor and submit to the Government. | | | | | Submit through the | | | | | | | |
| | | | | | DHA e-Commerce | | | | | | | |
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| | | | | | G. PREPARED BY Natalie M Jones | | | H. DATE 02/02/2022 | | I. APPROVED BY Henry J Gibbs | | J. DATE 02/02/2022 |

17. PRICE GROUP

18. ESTIMATED
TOTAL PRICE

| CONTRACT DATA REQUIREMENTS LIST (1 Data Item) | | | | | | Form Approved OMB No. 0704-0188 | | | | | | | | |
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| The public reporting burden for this collection of information is estimated to average 110 hours per response, including the time for reviewing instructions, searching existing data sources, gathering and maintaining the data needed, and completing and reviewing the collection of information. Send comments regarding this burden estimate or any other aspect of this collection of information, including suggestions for reducing the burden, to the Department of Defense, Executive Services and Communications Directorate (0704-0188). Respondents should be aware that notwithstanding any other provision of law, no person shall be subject to any penalty for failing to comply with a collection of information if it does not display a currently valid OMB control number. Please do not return your form to the above organization. Send completed form to the Government Issuing Contracting Officer for the Contract/PR No. listed in Block E. | | | | | | | | | | | | | | |
| A. CONTRACT LINE ITEM NO. | | B. EXHIBIT N/A | | C. CATEGORY: TDP _____ TM _____ OTHER <u>Plan</u> | | | | | | | | | | |
| D. SYSTEM/ITEM TRICARE Pharmacy Program | | | E. CONTRACT/PR NO. HT940221C0007 | | F. CONTRACTOR Express Scripts, Inc (ESI) | | | | | | | | | |
| 1. DATA ITEM NO. T010 | 2. TITLE OF DATA ITEM Transition-In Plan | | | | 3. SUBTITLE Initial | | | | | | | | | |
| 4. AUTHORITY (Data Acquisition Document No.) | | | 5. CONTRACT REFERENCE CTR C.15.1.2 | | 6. REQUIRING OFFICE Pharm Ops | | | | | | | | | |
| 7. DD 250 REQ N/A | 9. DIST STATEMENT REQUIRED | 10. FREQUENCY See Block 16 | | 12. DATE OF FIRST SUBMISSION See Block 16 | | 14. DISTRIBUTION | | | | | | | | |
| 8. APP CODE N/A | D | 11. AS OF DATE See Block 16 | | 13. DATE OF SUBSEQUENT SUBMISSION See Block 16 | | a. ADDRESSEE | | b. COPIES | | | | | | |
| | | | | | | Draft | Final Reg Repro | | | | | | | |
| 16. REMARKS FIRST SUBMISSION: Frequency: One Time Reporting Period Start Date: Transition-In Due Date: 10 calendar days after the start of transition SECOND SUBMISSION: Frequency: One Time Reporting Period Start Date: Transition-In Due Date: 15 calendar days following the post award conference SUBSEQUENT SUBMISSIONS: Frequency: Monthly Reporting Period Start Date: 1st calendar day of the month following the post award conference Due Date: 15 calendar days after end of reporting period PHI/PII: No FILE FORMAT: Mutually agreed upon format CONTENT DETAILS: This transition plan shall be submitted as described in TOM, Chapter 23, Section 5 and Section C.15.1 of the contract. | | | | | | Submit through the | | | | | | | | |
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17. PRICE GROUP

18. ESTIMATED
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| CONTRACT DATA REQUIREMENTS LIST (1 Data Item) | | | | | | Form Approved OMB No. 0704-0188 | | | | | |
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| <p>The public reporting burden for this collection of information is estimated to average 110 hours per response, including the time for reviewing instructions, searching existing data sources, gathering and maintaining the data needed, and completing and reviewing the collection of information. Send comments regarding this burden estimate or any other aspect of this collection of information, including suggestions for reducing the burden, to the Department of Defense, Executive Services and Communications Directorate (0704-0188). Respondents should be aware that notwithstanding any other provision of law, no person shall be subject to any penalty for failing to comply with a collection of information if it does not display a currently valid OMB control number. Please do not return your form to the above organization. Send completed form to the Government Issuing Contracting Officer for the Contract/PR No. listed in Block E.</p> | | | | | | | | | | | |
| A. CONTRACT LINE ITEM NO. | | B. EXHIBIT N/A | | C. CATEGORY: TDP _____ TM _____ OTHER _____ | | | | | | | |
| D. SYSTEM/ITEM TRICARE Pharmacy Program | | | E. CONTRACT/PR NO. HT940221C0007 | | F. CONTRACTOR Express Scripts, Inc (ESI) | | | | | | |
| 1. DATA ITEM NO. T020 | 2. TITLE OF DATA ITEM Transition-In Status Report | | | | 3. SUBTITLE Initial | | | | | | |
| 4. AUTHORITY (Data Acquisition Document No.) | | | 5. CONTRACT REFERENCE CTR C.15.1.4 | | 6. REQUIRING OFFICE Pharm Ops | | | | | | |
| 7. DD 250 REQ N/A | 9. DIST STATEMENT REQUIRED | 10. FREQUENCY See Block 16 | | 12. DATE OF FIRST SUBMISSION See Block 16 | | 14. DISTRIBUTION | | | | | |
| 8. APP CODE N/A | D | 11. AS OF DATE See Block 16 | | 13. DATE OF SUBSEQUENT SUBMISSION See Block 16 | | a. ADDRESSEE | | b. COPIES | | | |
| | | | | | Draft | Final Reg Repro | | | | | |
| 16. REMARKS FIRST SUBMISSION: Frequency: Weekly (Sun-Sat) Reporting Period Start Date: 20 calendar days after start of Transition-In Due Date: Tuesday after end of reporting period SUBSEQUENT SUBMISSION: CONTINUE FROM FIRST SUBMISSION Reporting shall continue through the 180th day following the start of Option Period 1 or until notified by the COR to discontinue the report, if earlier. PHI/PII: No FILE FORMAT: Mutually agreed upon format CONTENT DETAILS: Report on the status of transition in activities. Report shall address those items identified in the Transition In Plan as being key to the success of the transition. The report will highlight items that are delayed or at risk or waiting on Government decisions. The report shall provide details on delays or potential delays. The report will identify where Government intervention with external parties may be required. The report will identify decision dates to keep contractor on target. The contractor will prioritize based on the greatest risk to work flow. The contractor will provide updates on risk and risk mitigation strategies. | | | | | | Submit through the | | | | | |
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| G. PREPARED BY Natalie M Jones | | | H. DATE 4/19/2021 | | I. APPROVED BY Henry J Gibbs | | J. DATE 4/19/2021 | | | | |

17. PRICE GROUP

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TOTAL PRICE

| CONTRACT DATA REQUIREMENTS LIST (1 Data Item) | | | | | | Form Approved OMB No. 0704-0188 | | | |
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| The public reporting burden for this collection of information is estimated to average 110 hours per response, including the time for reviewing instructions, searching existing data sources, gathering and maintaining the data needed, and completing and reviewing the collection of information. Send comments regarding this burden estimate or any other aspect of this collection of information, including suggestions for reducing the burden, to the Department of Defense, Executive Services and Communications Directorate (0704-0188). Respondents should be aware that notwithstanding any other provision of law, no person shall be subject to any penalty for failing to comply with a collection of information if it does not display a currently valid OMB control number. Please do not return your form to the above organization. Send completed form to the Government Issuing Contracting Officer for the Contract/PR No. listed in Block E. | | | | | | | | | |
| A. CONTRACT LINE ITEM NO. | | B. EXHIBIT N/A | | C. CATEGORY: TDP _____ TM _____ OTHER _____ | | | | | |
| D. SYSTEM/ITEM TRICARE Pharmacy Program | | | E. CONTRACT/PR NO. HT940221C0007 | | F. CONTRACTOR Express Scripts, Inc (ESI) | | | | |
| 1. DATA ITEM NO. T030 | 2. TITLE OF DATA ITEM Transition-Out Plan | | | | 3. SUBTITLE Initial | | | | |
| 4. AUTHORITY (Data Acquisition Document No.) | | | 5. CONTRACT REFERENCE CTR C.15.2.4 | | 6. REQUIRING OFFICE Pharm Ops | | | | |
| 7. DD 250 REQ N/A | 9. DIST STATEMENT REQUIRED D | 10. FREQUENCY See Block 16 | | 12. DATE OF FIRST SUBMISSION See Block 16 | | 14. DISTRIBUTION | | | |
| 8. APP CODE N/A | | 11. AS OF DATE See Block 16 | | 13. DATE OF SUBSEQUENT SUBMISSION See Block 16 | | a. ADDRESSEE | | b. COPIES | |
| 16. REMARKS FIRST SUBMISSION Frequency: One-Time Reporting Period Start Date: Transition-Out Due Date: Within 30 days of award of a successor contract or notification of the government's decision to not exercise available option periods or otherwise termination of the contract. SUBSEQUENT SUBMISSION: NONE PHI/PII: No FILE FORMAT: Mutually agreed upon format with the Government CONTENT DETAILS: The Phase-Out Transition Plan shall be developed in coordination with the incoming contractor and meet all requirements identified in C.15.2 and TOM, Chapter 23, Section 5, Paragraph 4.1. The Phase-Out Transition Plan shall describe in detail the steps to be completed to successfully transition the TRICARE Pharmacy Program to the incoming contractor. | | | | | | Draft | | Final | |
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| G. PREPARED BY Natalie M Jones | | | H. DATE 4/19/2021 | | I. APPROVED BY Henry J Gibbs | | J. DATE 4/19/2021 | | |

17. PRICE GROUP

18. ESTIMATED
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| CONTRACT DATA REQUIREMENTS LIST (1 Data Item) | | | | | | Form Approved OMB No. 0704-0188 | | | | | | | | |
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| The public reporting burden for this collection of information is estimated to average 110 hours per response, including the time for reviewing instructions, searching existing data sources, gathering and maintaining the data needed, and completing and reviewing the collection of information. Send comments regarding this burden estimate or any other aspect of this collection of information, including suggestions for reducing the burden, to the Department of Defense, Executive Services and Communications Directorate (0704-0188). Respondents should be aware that notwithstanding any other provision of law, no person shall be subject to any penalty for failing to comply with a collection of information if it does not display a currently valid OMB control number. Please do not return your form to the above organization. Send completed form to the Government Issuing Contracting Officer for the Contract/PR No. listed in Block E. | | | | | | | | | | | | | | |
| A. CONTRACT LINE ITEM NO. | | B. EXHIBIT N/A | | C. CATEGORY: TDP _____ TM _____ OTHER _____ | | | | | | | | | | |
| D. SYSTEM/ITEM TRICARE Pharmacy Program | | | E. CONTRACT/PR NO. HT940221C0007 | | F. CONTRACTOR Express Scripts, Inc (ESI) | | | | | | | | | |
| 1. DATA ITEM NO. T040 | 2. TITLE OF DATA ITEM Transition-Out Status Report | | | | 3. SUBTITLE Initial | | | | | | | | | |
| 4. AUTHORITY (Data Acquisition Document No.) | | | 5. CONTRACT REFERENCE CTR C.15.2.4 | | 6. REQUIRING OFFICE Pharm Ops | | | | | | | | | |
| 7. DD 250 REQ N/A | 9. DIST STATEMENT REQUIRED D | 10. FREQUENCY See Block 16 | | 12. DATE OF FIRST SUBMISSION See Block 16 | | 14. DISTRIBUTION | | | | | | | | |
| 8. APP CODE N/A | | 11. AS OF DATE See Block 16 | | 13. DATE OF SUBSEQUENT SUBMISSION See Block 16 | | a. ADDRESSEE | | b. COPIES | | | | | | |
| 16. REMARKS FIRST SUBMISSION Frequency: Weekly (Sun-Sat) Reporting Period Start Date: Transition-Out, 30 calendar days after award of a successor contract Due Date: Tuesday after end of reporting period SUBSEQUENT SUBMISSION: CONTINUE FROM FIRST SUBMISSION PHI/PII: No FILE FORMAT: Mutually agreed upon format with the Government CONTENT DETAILS: Report on the status of transition out activities. Report shall address those items identified in the Transition Out Plan, in accordance with the requirements in the Contract. Reporting shall continue until notified by the COR to discontinue. | | | | | | Draft | | Final | | | | | | |
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| | | | | | | G. PREPARED BY Natalie M Jones | | | H. DATE 4/19/2021 | | I. APPROVED BY Henry J Gibbs | | J. DATE 4/19/2021 | |

17. PRICE GROUP

18. ESTIMATED
TOTAL PRICE

| CONTRACT DATA REQUIREMENTS LIST (1 Data Item) | | | | | | Form Approved OMB No. 0704-0188 | | | | | | | | | | | | | |
|---|--|--------------------------------|--|--|---|--|-----------------------|--------------|-----------|--|--|---|-------|-------|--|--|--|-----|-------|
| The public reporting burden for this collection of information is estimated to average 110 hours per response, including the time for reviewing instructions, searching existing data sources, gathering and maintaining the data needed, and completing and reviewing the collection of information. Send comments regarding this burden estimate or any other aspect of this collection of information, including suggestions for reducing the burden, to the Department of Defense, Executive Services and Communications Directorate (0704-0188). Respondents should be aware that notwithstanding any other provision of law, no person shall be subject to any penalty for failing to comply with a collection of information if it does not display a currently valid OMB control number. Please do not return your form to the above organization. Send completed form to the Government Issuing Contracting Officer for the Contract/PR No. listed in Block E. | | | | | | | | | | | | | | | | | | | |
| A. CONTRACT LINE ITEM NO. | | B. EXHIBIT N/A | | C. CATEGORY: TDP _____ TM _____ OTHER <u>Performance Report</u> | | | | | | | | | | | | | | | |
| D. SYSTEM/ITEM TRICARE Pharmacy Program | | | E. CONTRACT/PR NO. HT940221C0007 | | F. CONTRACTOR Express Scripts, Inc (ESI) | | | | | | | | | | | | | | |
| 1. DATA ITEM NO. W010 | 2. TITLE OF DATA ITEM Mail Order Rebaseline & Continuous Monitoring Approval Report | | | | 3. SUBTITLE REV on 10/12/2022 | | | | | | | | | | | | | | |
| 4. AUTHORITY (Data Acquisition Document No.) | | | 5. CONTRACT REFERENCE CTR C.6.8.14-15 | | 6. REQUIRING OFFICE Pharm Ops | | | | | | | | | | | | | | |
| 7. DD 250 REQ N/A | 9. DIST STATEMENT REQUIRED D | 10. FREQUENCY See Block 16 | | 12. DATE OF FIRST SUBMISSION See Block 16 | | 14. DISTRIBUTION | | | | | | | | | | | | | |
| 8. APP CODE N/A | | 11. AS OF DATE See Block 16 | | 13. DATE OF SUBSEQUENT SUBMISSION See Block 16 | | <table border="1" style="width:100%; border-collapse: collapse;"> <tr> <th style="text-align: left;">a. ADDRESSEE</th> <th colspan="3">b. COPIES</th> </tr> <tr> <td></td> <td>Draft</td> <td>Final</td> <td></td> </tr> <tr> <td></td> <td></td> <td>Reg</td> <td>Repro</td> </tr> </table> | | a. ADDRESSEE | b. COPIES | | | | Draft | Final | | | | Reg | Repro |
| a. ADDRESSEE | b. COPIES | | | | | | | | | | | | | | | | | | |
| | Draft | Final | | | | | | | | | | | | | | | | | |
| | | Reg | Repro | | | | | | | | | | | | | | | | |
| 16. REMARKS FIRST SUBMISSION Frequency: Weekly (Sun-Sat) Reporting Period Start Date: Start of service delivery Due Date: To be mutually agreed upon with the Government SUBSEQUENT SUBMISSION: CONTINUE FROM FIRST SUBMISSION PHI/PII: No FILE FORMAT: Microsoft Excel CONTENT DETAILS: Annual Rebaseline - During each option period, the Contractor shall submit a baseline listing of multi-source generic or branded products by 11-digit NDC, to identify the therapeutically equivalent NDC that is the most economical to the Government. Submission will be divided in weekly batches during the rebaseline process to account for all opportunities identified for approval by the CO or COR. Continuous Monitoring - The Contractor shall continuously monitor availability and pricing of all replenished products and provide weekly recommendations to the Government for the most cost-effective agents to be dispensed through TMOP. The Government reserves the right to make modifications to the report requirements after the first submission. The report must include, at a minimum, the following: APPROVAL REPORT Request ID (Contractor specified) Date Submitted to DoD Dispensing Site (if multiple locations) Generic Code Number (GCN) GCN Sequence Number (GSN) Type of Change Current NDC Current Medical Pricing Catalog Description Current Manufacturer Current NDC Brand/Generic Indicator Current NDC Medical Pricing Catalog Hierarchy Current Size Current Contract Number Current Medical Pricing Catalog Cost <div style="text-align: right;">Continued on page 2</div> | | | | | | By email to all individuals designated by the government | | | | | | | | | | | | | |
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| | | | | | | 15. TOTAL | | | | | | 0 | 0 | | | | | | |
| G. PREPARED BY Fakhrudin A Valibhai | | | H. DATE 10/12/2022 | | I. APPROVED BY Henry J Gibbs | | J. DATE 10/12/2022 | | | | | | | | | | | | |

17. PRICE GROUP

18. ESTIMATED
TOTAL PRICE

CONTRACT DATA REQUIREMENTS LIST

(1 Data Item)

| | | |
|--|-------------------------------------|--|
| A. CONTRACT LINE ITEM NO. | B. EXHIBIT | C. CATEGORY: TDP _____ TM _____ OTHER <u>Performance Report</u> |
| D. SYSTEM/ITEM TRICARE Pharmacy Program | E. CONTRACT/PR NO. HT940221C0007 | F. CONTRACTOR Express Scripts, Inc (ESI) |

16. REMARKS (Continued)

Recommended NDC
 Recommended Medical Pricing Catalog Description
 Recommended Manufacturer
 Recommended NDC Brand/Generic Indicator
 Recommended NDC Medical Pricing Catalog Hierarchy
 Recommended Size
 Recommended Contract Number
 Recommended Medical Pricing Catalog Cost
 NAD Waiver Expiration Date
 DEA Schedule
 Price Difference
 Estimated Annual Usage (units)
 Average Daily Usage (units)
 Value Opportunity (Estimated Annual Usage * Price Difference)
 Comments (summary of Contractor/Prime Vendor communication, including specific comments regarding NDC unsuitability and additional background information supporting change)
 Unit pack (if package cannot be broken, indicate Y/N)
 Risk Assessment Info
 Fill Rate Data
 Change Approval fields (blank for documentation)

- DoD Guidance
- DoD Approval Comments
- TPharm5 POC
- TPharm5 COR

AVAILABILITY ISSUES – If the recommended NDC is not available, the Contractor shall provide recommended course of action based on availability status and market conditions.

Request ID (Contractor specified)
 Date Submitted to DoD
 Initial NPV Status Date
 Dispensing Site (if multiple locations)
 Generic Code Number (GCN)
 GCN Sequence Number (GSN)
 Type of Change
 Current NDC
 Current Medical Pricing Catalog Description
 Current Manufacturer
 Current NDC Brand/Generic Indicator
 Current NDC Medical Pricing Catalog Hierarchy
 Current Size
 Current Contract Number
 Current Medical Pricing Catalog Cost
 Recommended NDC
 Recommended Medical Pricing Catalog Description

Continued on page 3

CONTRACT DATA REQUIREMENTS LIST

(1 Data Item)

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|--|-------------------------------------|--|
| A. CONTRACT LINE ITEM NO. | B. EXHIBIT | C. CATEGORY: TDP _____ TM _____ OTHER <u>Performance Report</u> |
| D. SYSTEM/ITEM TRICARE Pharmacy Program | E. CONTRACT/PR NO. HT940221C0007 | F. CONTRACTOR Express Scripts, Inc (ESI) |

16. REMARKS (Continued)

Recommended Manufacturer
 Recommended NDC Brand/Generic Indicator
 Recommended NDC Medical Pricing Catalog Hierarchy
 Recommended Size
 Recommended Contract Number
 Recommended Medical Pricing Catalog Cost
 NAD Waiver Expiration Date
 DEA Schedule
 Price Difference
 Estimated Annual Usage (units)
 Average Daily Usage (units)
 Value Opportunity (Estimated Annual Usage * Price Difference)
 Status of New NDC from National Prime Vendor (annotate estimated time frame for availability)
 Comments (summary of Contractor/Prime Vendor communication, including specific comments regarding NDC unsuitability and additional background information supporting change)
 Unit pack (if package cannot be broken, indicate Y/N)
 Risk Assessment Info
 Fill Rate Data
 Change Approval fields (blank for documentation)
 - DoD Guidance (e.g., await release date, research alternative, stay with current NDC)
 - DoD Approval Comments
 - TPharm5 POC
 - TPharm5 COR
 AWAIT RELEASE – For unavailable NDCs that the Government has previously approved to await release date, the Contractor shall provide updated status information and recommended course of action.
 Request ID (Contractor specified)
 Date Submitted to DoD
 Original Submission Date to DoD
 Days in "Await Release" Status
 Dispensing Site (if multiple locations)
 Generic Code Number (GCN)
 GCN Sequence Number (GSN)
 Type of Change
 Current NDC
 Current Medical Pricing Catalog Description
 Current Manufacturer
 Current NDC Brand/Generic Indicator
 Current NDC Medical Pricing Catalog Hierarchy
 Current Size

Continued on page 4

CONTRACT DATA REQUIREMENTS LIST

(1 Data Item)

| | | | | |
|--|--|-------------------------------------|--|--|
| A. CONTRACT LINE ITEM NO. | | B. EXHIBIT | C. CATEGORY: TDP _____ TM _____ OTHER <u>Performance Report</u> | |
| D. SYSTEM/ITEM TRICARE Pharmacy Program | | E. CONTRACT/PR NO. HT940221C0007 | F. CONTRACTOR Express Scripts, Inc (ESI) | |
| 16. REMARKS (Continued) | | | | |
| <p>Current Contract Number</p> <p>Current Medical Pricing Catalog Cost</p> <p>Recommended NDC</p> <p>Recommended Medical Pricing Catalog Description</p> <p>Recommended Manufacturer</p> <p>Recommended NDC Brand/Generic Indicator</p> <p>Recommended NDC Medical Pricing Catalog Hierarchy</p> <p>Recommended Size</p> <p>Recommended Contract Number</p> <p>Recommended Medical Pricing Catalog Cost</p> <p>DEA Schedule</p> <p>NAD Waiver Expiration Date</p> <p>Price Difference</p> <p>Estimated Annual Usage (units)</p> <p>Average Daily Usage (units)</p> <p>Value Opportunity (Estimated Annual Usage * Price Difference)</p> <p>Status of New NDC from National Prime Vendor (annotate estimated timeframe for availability)</p> <p>Comments (summary of Contractor/Prime Vendor communication, including specific comments regarding NDC unsuitability and additional background information supporting change)</p> <p>Unit pack (if package cannot be broken, indicate Y/N)</p> <p>Risk Assessment Info</p> <p>Fill Rate Data</p> <p>Change Approval fields (blank for documentation)</p> <ul style="list-style-type: none"> - DoD Guidance (e.g., await release date, research alternative, stay with current NDC) - DoD Approval Comments - TPharm5 POC - TPharm5 COR <p>APPROVED CHANGES NOT COMPLETED (Over 30 Days) Request ID (Contractor specified)</p> <p>Date Submitted to DoD</p> <p>Dispensing Site (if multiple locations)</p> <p>Generic Code Number (GCN)</p> <p>GCN Sequence Number (GSN)</p> <p>Type of Change</p> <p>Current NDC</p> <p>Current Medical Pricing Catalog Description</p> <p>Current Manufacturer</p> <p>Current NDC Brand/Generic Indicator</p> <p>Current NDC Medical Pricing Catalog Hierarchy</p> <p>Current Size</p> <p>Current Contract Number</p> <p>Current Medical Pricing Catalog Cost</p> | | | | |
| Continued on page 5 | | | | |

CONTRACT DATA REQUIREMENTS LIST

(1 Data Item)

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|--|-------------------------------------|--|--|
| A. CONTRACT LINE ITEM NO. | B. EXHIBIT | C. CATEGORY: TDP _____ TM _____ OTHER <u>Performance Report</u> | |
| D. SYSTEM/ITEM TRICARE Pharmacy Program | E. CONTRACT/PR NO. HT940221C0007 | F. CONTRACTOR Express Scripts, Inc (ESI) | |
| 16. REMARKS (Continued) Recommended NDC Recommended Medical Pricing Catalog Description Recommended Manufacturer Recommended NDC Brand/Generic Indicator Recommended NDC Medical Pricing Catalog Hierarchy Recommended Size Recommended Contract Number Recommended Medical Pricing Catalog Cost DEA Schedule Price Difference Estimated Annual Usage (units) Actual Daily Usage (units) Value Opportunity (Estimated Annual Usage * Price Difference) DoD Approval Status DoD Approval Date Approval + 30 Days (date) Contractor Last Date Reviewed NPV Change Date Contractor Estimated Change Date Current Status Reason for Delay Contractor Comments Unit pack (if package cannot be broken, indicate Y/N) Contractor's Assigned POC (if multiple POC are involved) The report shall also include a MASTER record to include all line items from the aforementioned tabs, in order to provide a historical view of all NDCs offered and reviewed through the Annual Rebaseline or Continuous Monitoring processes. The MASTER record should allow a user to determine all offers, responses and their occurrence. The report shall include: - Description and intention of report, including the methodology and assumptions utilized to generate the report - Definitions tab - Change log to include change type, description of change, date identified, originator of change, and revision date | | | |

CONTRACT DATA REQUIREMENTS LIST

(1 Data Item)

| | | |
|--|-------------------------------------|--|
| A. CONTRACT LINE ITEM NO. | B. EXHIBIT N/A | C. CATEGORY: TDP _____ TM _____ OTHER <u>Performance Report</u> |
| D. SYSTEM/ITEM TRICARE Pharmacy Program | E. CONTRACT/PR NO. HT940221C0007 | F. CONTRACTOR Express Scripts, Inc (ESI) |

16. REMARKS (Continued)

Recommended Medical Pricing Catalog Description
Recommended Manufacturer
Recommended NDC Brand/Generic Indicator
Recommended NDC Medical Pricing Catalog Hierarchy
Recommended Size
Recommended Contract Number
Recommended Medical Pricing Catalog Cost
NAD Waiver Expiration Date
DEA Schedule
Price Difference
Estimated Annual Usage (units)
Average Daily Usage (units)
Value Opportunity (Estimated Annual Usage * Price Difference)
Comments (summary of Contractor/Prime Vendor communication, including specific comments regarding NDC unsuitability and additional background information supporting change)
Unit pack (if package cannot be broken, indicate Y/N)
Risk Assessment Info
Fill Rate Data
Change Approval fields (blank for documentation)

- DoD Approval Comments
- TPharm5 POC
- TPharm5 COR

AVAILABILITY ISSUES – If the recommended NDC is not available, the Contractor shall provide recommended course of action based on availability status and market conditions.
Request ID (Contractor specified)
Date Submitted to DoD
Initial NPV Status Date
Dispensing Site (if multiple locations)
Generic Code Number (GCN)
GCN Sequence Number (GSN)
Type of Change
Current NDC
Current Medical Pricing Catalog Description
Current Manufacturer
Current NDC Brand/Generic Indicator
Current NDC Medical Pricing Catalog Hierarchy
Current Size
Current Contract Number
Current Medical Pricing Catalog Cost
Recommended NDC
Recommended Medical Pricing Catalog Description
Recommended Manufacturer
Recommended NDC

Continued on page 3

CONTRACT DATA REQUIREMENTS LIST

(1 Data Item)

| | | |
|--|-------------------------------------|--|
| A. CONTRACT LINE ITEM NO. | B. EXHIBIT N/A | C. CATEGORY: TDP _____ TM _____ OTHER <u>Performance Report</u> |
| D. SYSTEM/ITEM TRICARE Pharmacy Program | E. CONTRACT/PR NO. HT940221C0007 | F. CONTRACTOR Express Scripts, Inc (ESI) |

16. REMARKS (Continued)

Brand/Generic Indicator
Recommended NDC Medical Pricing Catalog Hierarchy
Recommended Size
Recommended Contract Number
Recommended Medical Pricing Catalog Cost
NAD Waiver Expiration Date
DEA Schedule
Price Difference
Estimated Annual Usage (units)
Average Daily Usage (units)
Value Opportunity (Estimated Annual Usage * Price Difference)
Status of New NDC from National Prime Vendor (annotate estimated timeframe for availability)
Comments (summary of Contractor/Prime Vendor communication, including specific comments regarding NDC unsuitability and additional background information supporting change)
Unit pack (if package cannot be broken, indicate Y/N)
Risk Assessment Info
Fill Rate Data
Change Approval fields (blank for documentation)

- DoD Guidance (e.g., await release date, research alternative, stay with current NDC)
- DoD Approval Comments
- TPharm5 POC
- TPharm5 COR

AWAIT RELEASE – For unavailable NDCs that the Government has previously approved to await release date, the Contractor shall provide updated status information and recommended course of action.

Request ID (Contractor specified)
Date Submitted to DoD
Original Date Submitted to DoD
Days in "Await Release" Status
Dispensing Site (if multiple locations)
Generic Code Number (GCN)
GCN Sequence Number (GSN)
Type of Change
Current NDC
Current Medical Pricing Catalog Description
Current Manufacturer
Current NDC Brand/Generic Indicator
Current NDC Medical Pricing Catalog Hierarchy
Current Size
Current Contract Number
Current Medical Pricing Catalog Cost

Continued on page 4

CONTRACT DATA REQUIREMENTS LIST

(1 Data Item)

| | | |
|--|-------------------------------------|--|
| A. CONTRACT LINE ITEM NO. | B. EXHIBIT N/A | C. CATEGORY: TDP _____ TM _____ OTHER <u>Performance Report</u> |
| D. SYSTEM/ITEM TRICARE Pharmacy Program | E. CONTRACT/PR NO. HT940221C0007 | F. CONTRACTOR Express Scripts, Inc (ESI) |

16. REMARKS (Continued)

Recommended NDC
Recommended Medical Pricing Catalog Description
Recommended Manufacturer
Recommended NDC Brand/Generic Indicator
Recommended NDC Medical Pricing Catalog Hierarchy
Recommended Size
Recommended Contract Number
Recommended Medical Pricing Catalog Cost
DEA Schedule
NAD Waiver Expiration Date
Price Difference
Estimated Annual Usage (units)
Average Daily Usage (units)
Value Opportunity (Estimated Annual Usage * Price Difference)
Status of New NDC from National Prime Vendor (annotate estimated timeframe for availability)
Comments (summary of Contractor/Prime Vendor communication, including specific comments regarding NDC unsuitability and additional background information supporting change)
Unit pack (if package cannot be broken, indicate Y/N)
Risk Assessment Info
Fill Rate Data
Change Approval fields (blank for documentation)

- DoD Guidance (e.g., await release date, research alternative, stay with current NDC)
- DoD Approval Comments
- TPharm5 POC
- TPharm5 COR

APPROVED CHANGES NOT COMPLETED
Request ID (Contractor specified)
Date Submitted to DoD
Dispensing Site (if multiple locations)
Generic Code Number (GCN)
GCN Sequence Number (GSN)
Type of Change
Current NDC
Current Medical Pricing Catalog Description
Current Manufacturer
Current NDC Brand/Generic Indicator
Current NDC Medical Pricing Catalog Hierarchy
Current Size
Current Contract Number
Current Medical Pricing Catalog Cost
Recommended NDC

Continued on page 5

CONTRACT DATA REQUIREMENTS LIST

(1 Data Item)

| | | |
|--|-------------------------------------|--|
| A. CONTRACT LINE ITEM NO. | B. EXHIBIT N/A | C. CATEGORY: TDP _____ TM _____ OTHER <u>Performance Report</u> |
| D. SYSTEM/ITEM TRICARE Pharmacy Program | E. CONTRACT/PR NO. HT940221C0007 | F. CONTRACTOR Express Scripts, Inc (ESI) |

16. REMARKS (Continued)

Recommended Medical Pricing Catalog Description
 Recommended Manufacturer
 Recommended NDC Brand/Generic Indicator
 Recommended NDC Medical Pricing Catalog Hierarchy
 Recommended Size
 Recommended Contract Number
 Recommended Medical Pricing Catalog Cost
 DEA Schedule
 Estimated Annual Usage (units)
 Actual Daily Usage (units)
 Price Difference
 Value Opportunity (Estimated Annual Usage * Price Difference)
 DoD Approval Status
 DoD Approval Date
 Approval + 30 Days (date)
 Contractor Last Date Reviewed
 NPV Change Date
 Contractor Estimated Change Date
 Current Status
 Reason for Delay
 Contractor Comments
 Unit pack (if package cannot be broken, indicate Y/N)

The report shall also include a MASTER record to include all line items from the aforementioned tabs, in order to provide a historical view of all NDCs offered and reviewed through the Annual Rebaseline or Continuous Monitoring processes. The MASTER record should allow a user to determine all offers, responses and their occurrence.

The report shall include:

- Description and intention of report, including the methodology and assumptions utilized to generate the report
- Definitions tab
- Change log to include change type, description of change, date identified, originator of change, and revision date

[illegible]

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|------------------------------|
| 17. PRICE GROUP |
| 18. ESTIMATED TOTAL PRICE |

CONTRACT DATA REQUIREMENTS LIST

(1 Data Item)

| | | |
|---------------------------|------------|--|
| A. CONTRACT LINE ITEM NO. | B. EXHIBIT | C. CATEGORY: TDP _____ TM _____ OTHER <u>Performance Report</u> |
|---------------------------|------------|--|

| | | |
|--|--------------------|---------------|
| D. SYSTEM/ITEM TRICARE Pharmacy Program | E. CONTRACT/PR NO. | F. CONTRACTOR |
|--|--------------------|---------------|

16. REMARKS (Continued)

Potential supply:
Date available
Drug Name
GCN
GCN Sequence Number
NDC
Current Medical Pricing Catalog Hierarchy
Contract Number (Government contract number)
Manufacturer
Brand or Generic
Pkg Size
Sustainable Supply (Y/N)
Volume Available
Expected days of use of available inventory

Definitions Tab

The public reporting burden for this collection of information is estimated to average 110 hours per response, including the time for reviewing instructions, searching existing data sources, gathering and maintaining the data needed, and completing and reviewing the collection of information. Send comments regarding this burden estimate or any other aspect of this collection of information, including suggestions for reducing the burden, to the Department of Defense, Executive Services and Communications Directorate (0704-0188). Respondents should be aware that notwithstanding any other provision of law, no person shall be subject to any penalty for failing to comply with a collection of information if it does not display a currently valid OMB control number. **Please do not return your form to the above organization. Send completed form to the Government Issuing Contracting Officer for the Contract/PR No. listed in Block E.**

| | | | |
|-----------------------|----------------|-----------------------|----------------|
| G. PREPARED BY | H. DATE | I. APPROVED BY | J. DATE |
| Eric R Parsons | 03/01/2023 | Henry J Gibbs | 03/01/2023 |

DD FORM 1423-1, FEB 2001 PREVIOUS EDITION MAY BE USED. Page 1 of 2 Pages

CONTRACT DATA REQUIREMENTS LIST*(1 Data Item)*

| | | |
|--|-------------------------|---|
| A. CONTRACT LINE ITEM NO. | B. EXHIBIT Exhibit A | C. CATEGORY: TDP ____ TM ____ OTHER <u>Data Report</u> |
| D. SYSTEM/ITEM TRICARE Pharmacy Program | E. CONTRACT/PR NO. | F. CONTRACTOR |

16. REMARKS *(Continued)*

Metric Quantity
 Day Supply
 Alert Message
 Notes from MTF to Contractor (blank for MTF to provide notes back to Contractor)

2) For claims generating an invalid provider alert, the report shall include the following fields:

Branch of Service
 TRICARE Region
 Service Command

Site MTF

Pharmacy Name

Pharmacy NPI

Date Dispensed

Date Written

PDW Rx #

Drug Name

Drug Strength

Drug Dosage Form

NDC Drug Code

Metric Quantity

Days Supply

Submitted Provider ID

DEA Class

Patient Last Name, First Initial

Reason Provider is Invalid

Notes from MTF to Contractor (blank for MTF to provide notes back to Contractor)

Correct Provider Identifier (blank for MTF to provide correct provider identifier back to Contractor)

The report shall include:

- Solutions tab to provide guidance to MTFs on corrective steps to take to resolve high dose or invalid provider issues
- Description and intention of report, including the methodology and assumptions utilized to generate the report
- Definitions tab
- Reporting period
- Date report generated

| CONTRACT DATA REQUIREMENTS LIST (1 Data Item) | | | | | | Form Approved OMB No. 0704-0188 | | | | | | | | |
|---|--|--------------------------------|--------------------------------------|---|---|------------------------------------|--------------------|-----------|-----------------------|--|---------------------------------|---|-----------------------|---|
| <p>The public reporting burden for this collection of information is estimated to average 110 hours per response, including the time for reviewing instructions, searching existing data sources, gathering and maintaining the data needed, and completing and reviewing the collection of information. Send comments regarding this burden estimate or any other aspect of this collection of information, including suggestions for reducing the burden, to the Department of Defense, Executive Services and Communications Directorate (0704-0188). Respondents should be aware that notwithstanding any other provision of law, no person shall be subject to any penalty for failing to comply with a collection of information if it does not display a currently valid OMB control number. Please do not return your form to the above organization. Send completed form to the Government Issuing Contracting Officer for the Contract/PR No. listed in Block E.</p> | | | | | | | | | | | | | | |
| A. CONTRACT LINE ITEM NO. | | B. EXHIBIT Exhibit A | | C. CATEGORY: TDP _____ TM _____ OTHER <u>Data Report</u> | | | | | | | | | | |
| D. SYSTEM/ITEM TRICARE Pharmacy Program | | | E. CONTRACT/PR NO. HT940221C0007 | | F. CONTRACTOR Express Scripts, Inc (ESI) | | | | | | | | | |
| 1. DATA ITEM NO. W021 | 2. TITLE OF DATA ITEM MTF CHCS High Cost Claim Report | | | | 3. SUBTITLE REV on 03/01/2023 | | | | | | | | | |
| 4. AUTHORITY (Data Acquisition Document No.) | | | 5. CONTRACT REFERENCE CTR C.5.3.5 | | 6. REQUIRING OFFICE Pharm Ops | | | | | | | | | |
| 7. DD 250 REQ N/A | 9. DIST STATEMENT REQUIRED | 10. FREQUENCY See Block 16 | | 12. DATE OF FIRST SUBMISSION See Block 16 | | 14. DISTRIBUTION | | | | | | | | |
| 8. APP CODE N/A | D | 11. AS OF DATE See Block 16 | | 13. DATE OF SUBSEQUENT SUBMISSION See Block 16 | | a. ADDRESSEE | | b. COPIES | | | | | | |
| | | | | | | Draft | Final Reg Repro | | | | | | | |
| 16. REMARKS FIRST SUBMISSION Frequency: Weekly (Mon-Sun) Reporting Period Start Date: Start of service delivery Due Date: 1st business day following one week after end of reporting period SUBSEQUENT SUBMISSION: CONTINUE FROM FIRST SUBMISSION PHI/PII: Yes FILE FORMAT: Microsoft Excel CONTENT DETAILS: The Contractor shall provide a report of MTF claims that exceed a cost threshold established by the Government, currently \$2,000, at the time of report generation. The report shall exclude known high cost drugs identified by the Government. The date range will include 1 week (Mon-Sun), according to date processed. The Contractor shall run the report seven (7) calendar days after the close of the reporting period to allow time for claims to be corrected by the MTF. The reports shall be broken out by MTF and sent to the contact at each MTF designated by the Government. A master file shall also be provided to the DHA. The Government reserves the right to make modifications to the report requirements after the first submission. Raw Data fields include: Branch of Service TRICARE Region Service Command Site MTF Pharmacy Name Pharmacy NPI PDW Rx # Drug Name Drug Strength Drug Dosage Form NDC Drug Code Date Dispensed Quantity Dispensed <div style="text-align: center;">Continued on page 2</div> | | | | | | Submit through the | | | | | | | | |
| | | | | | | DHA e-Commerce | | | | | | | | |
| | | | | | | Extranet. | | | | | | | | |
| | | | | | | (Per TOM C14) | | | | | | | | |
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| | | | | | | 15. TOTAL | | | | | | 0 | 0 | 0 |
| | | | | | | G. PREPARED BY Eric R Parsons | | | H. DATE 03/01/2023 | | I. APPROVED BY Henry J Gibbs | | J. DATE 03/01/2023 | |

17. PRICE GROUP

18. ESTIMATED
TOTAL PRICE

CONTRACT DATA REQUIREMENTS LIST*(1 Data Item)*

| | | |
|--|-------------------------|---|
| A. CONTRACT LINE ITEM NO. | B. EXHIBIT Exhibit A | C. CATEGORY: TDP ____ TM ____ OTHER <u>Data Report</u> |
| D. SYSTEM/ITEM TRICARE Pharmacy Program | E. CONTRACT/PR NO. | F. CONTRACTOR |

16. REMARKS *(Continued)*

Quantity Dispensed

Day Supply

Total Submitted Amount Due

Notes from MTF to Contractor (blank for MTF to provide notes back to Contractor)

The report shall include:

- Solutions tab to provide guidance to MTFs on corrective steps to take to resolve high cost claims
- Description and intention of report, including the methodology and assumptions utilized to generate the report
- Definitions tab
- Reporting period
- Date report generated

Department of Defense W021- MTF CHCS High Cost Claim Report

Reporting Period: mm/dd/yyyy-mm/dd/yyyy

[illegible]

| CONTRACT DATA REQUIREMENTS LIST (1 Data Item) | | | | | | Form Approved OMB No. 0704-0188 | | |
|---|---|--------------------------------|---------------------------------------|---|---|------------------------------------|----------------------|--|
| <p>The public reporting burden for this collection of information is estimated to average 110 hours per response, including the time for reviewing instructions, searching existing data sources, gathering and maintaining the data needed, and completing and reviewing the collection of information. Send comments regarding this burden estimate or any other aspect of this collection of information, including suggestions for reducing the burden, to the Department of Defense, Executive Services and Communications Directorate (0704-0188). Respondents should be aware that notwithstanding any other provision of law, no person shall be subject to any penalty for failing to comply with a collection of information if it does not display a currently valid OMB control number. Please do not return your form to the above organization. Send completed form to the Government Issuing Contracting Officer for the Contract/PR No. listed in Block E.</p> | | | | | | | | |
| A. CONTRACT LINE ITEM NO. | | B. EXHIBIT N/A | | C. CATEGORY: TDP _____ TM _____ OTHER <u>Data Report</u> | | | | |
| D. SYSTEM/ITEM TRICARE Pharmacy Program | | | E. CONTRACT/PR NO. HT940221C0007 | | F. CONTRACTOR Express Scripts, Inc (ESI) | | | |
| 1. DATA ITEM NO. W030 | 2. TITLE OF DATA ITEM MHS GENESIS Drug Reject Report | | | | 3. SUBTITLE Initial | | | |
| 4. AUTHORITY (Data Acquisition Document No.) | | | 5. CONTRACT REFERENCE CTR C.5.4.10 | | 6. REQUIRING OFFICE Pharm Ops | | | |
| 7. DD 250 REQ N/A | 9. DIST STATEMENT REQUIRED D | 10. FREQUENCY See Block 16 | | 12. DATE OF FIRST SUBMISSION See Block 16 | | 14. DISTRIBUTION | | |
| 8. APP CODE N/A | | 11. AS OF DATE See Block 16 | | 13. DATE OF SUBSEQUENT SUBMISSION See Block 16 | | a. ADDRESSEE | | |
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| <p>16. REMARKS</p> <p>FIRST SUBMISSION:</p> <p>Frequency: Weekly (Sun-Sat)</p> <p>Reporting Period Start Date: Start of service delivery</p> <p>Due Date: 1st business day after end of reporting period</p> <p>SUBSEQUENT SUBMISSION: CONTINUE FROM FIRST SUBMISSION</p> <p>PHI/PII: Yes</p> <p>FILE FORMAT: Microsoft Excel</p> <p>CONTENT DETAILS:</p> <p>The Contractor shall provide a weekly summary of data on all MHS GENESIS claims that trigger a reject, according to date processed. This report shall exclude any rejects due to system downtime. The Government reserves the right to make modifications to the report requirements after the first submission.</p> <p>The report must include, at a minimum, the following:</p> <p>Branch of Service</p> <p>PDW Prescription Number</p> <p>TRICARE Region</p> <p>Service Command</p> <p>Site MTF</p> <p>Date Processed (date provider/pharmacy input RX to CHCS, or date of subsequent pharmacy edits or reversal)</p> <p>Prescriber ID</p> <p>Pharmacy NPI</p> <p>Pharmacy Name</p> <p>NDC Drug Code</p> <p>Drug Name</p> <p>Drug Strength</p> <p>Drug Dosage Form</p> <p>Quantity</p> <p>Days Supply</p> <p>New/Refill Code</p> <p>Submitted Amount</p> <p>HCFA_TRMC (term date) and/or OBSDTEC (obsolete date) [provide for Reject 77 only; all else, leave field blank]</p> <p style="text-align: center;">Continued on page 2</p> | | | | | | Submit through the | | |
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| G. PREPARED BY Eric R Parsons | | | H. DATE 4/19/2021 | | I. APPROVED BY Henry J Gibbs | | J. DATE 4/19/2021 | |

17. PRICE GROUP

18. ESTIMATED
TOTAL PRICE

CONTRACT DATA REQUIREMENTS LIST*(1 Data Item)*

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|---|--------------------|---|
| A. CONTRACT LINE ITEM NO. | B. EXHIBIT | C. CATEGORY: TDP _____ TM _____ OTHER <u>Data Report</u> |
| D. SYSTEM/ITEM TRICARE Pharmacy Program | E. CONTRACT/PR NO. | F. CONTRACTOR |
| 16. REMARKS <i>(Continued)</i> Legend/OTC indicator Reject Code 1 Reject Description 1 Reject Code 2 Reject Description 2 Reject Code 3 Reject Description Code 3 The report shall include: - Description and intention of report, including the methodology and assumptions utilized to generate the report - Definitions tab - Reporting period - Date report generated | | |

| CONTRACT DATA REQUIREMENTS LIST (1 Data Item) | | | | | | Form Approved OMB No. 0704-0188 | | |
|---|---|-------------------------------------|--|---|--|------------------------------------|---------------------------------|---|
| The public reporting burden for this collection of information is estimated to average 110 hours per response, including the time for reviewing instructions, searching existing data sources, gathering and maintaining the data needed, and completing and reviewing the collection of information. Send comments regarding this burden estimate or any other aspect of this collection of information, including suggestions for reducing the burden, to the Department of Defense, Executive Services and Communications Directorate (0704-0188). Respondents should be aware that notwithstanding any other provision of law, no person shall be subject to any penalty for failing to comply with a collection of information if it does not display a currently valid OMB control number. Please do not return your form to the above organization. Send completed form to the Government Issuing Contracting Officer for the Contract/PR No. listed in Block E. | | | | | | | | |
| A. CONTRACT LINE ITEM NO. | | B. EXHIBIT N/A | | C. CATEGORY: TDP _____ TM _____ OTHER Performance Report | | | | |
| D. SYSTEM/ITEM TRICARE Pharmacy Program | | E. CONTRACT/PR NO. HT940221C0007 | | F. CONTRACTOR Express Scripts, Inc (ESI) | | | | |
| 1. DATA ITEM NO. W040 | 2. TITLE OF DATA ITEM Operations Issue Log | | | 3. SUBTITLE REV on 2/16/2022 | | | | |
| 4. AUTHORITY (Data Acquisition Document No.) N/A | | 5. CONTRACT REFERENCE CTR C.14.3 | | 6. REQUIRING OFFICE Pharm Ops | | | | |
| 7. DD 250 REQ N/A | 9. DIST STATEMENT REQUIRED D | 10. FREQUENCY See Block 16 | 12. DATE OF FIRST SUBMISSION See Block 16 | 14. DISTRIBUTION | | | | |
| 8. APP CODE N/A | | 11. AS OF DATE See Block 16 | 13. DATE OF SUBSEQUENT SUBMISSION See Block 16 | a. ADDRESSEE | | b. COPIES | | |
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| 16. REMARKS FIRST SUBMISSION: Frequency: Weekly Reporting Period Start Date: Start of Service Delivery Due Date: 2 business days prior to scheduled operations meeting SUBSEQUENT SUBMISSION: CONTINUE FROM FIRST SUBMISSION PHI/PII: No FILE FORMAT: Mutually agreed upon by government and the contractor. CONTENT DETAILS: The contractor shall keep a log of operational issues that the contractor and/or the government are working to resolve. The purpose of the log is to track all issues requiring monitoring, provide the current status, identify actions taken or planned to resolve the issue and the expected schedule for performing these actions, and document the time period between identification and resolution. At a minimum, the report shall include: - Item description - Date opened - Updates on each issue, with the date each update was provided - Contractor POC - Government POC (as necessary) | | | | By email to all | | | | |
| | | | | individuals designated | | | | |
| | | | | by the government | | | | |
| | | | | or participants in | | | | |
| | | | | scheduled operations | | | | |
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| | | | | G. PREPARED BY Melissa J Yates | | H. DATE 2/16/2022 | I. APPROVED BY Henry J Gibbs | |

17. PRICE GROUP

18. ESTIMATED
TOTAL PRICE